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EIGHTEENTH ANNUAL

RANK-ORDER DISTRIBUTION

OF

ADMINISTRATIVE SALARIES

PAID

1984-85

THIS REPORT SUMMARIZES THE RESULTS
OF A QUESTIONNAIRE STUDY
OF ADMINISTRATIVE SALARIES
IN ONE HUNDRED FIFTY-ONE STATE-SUPPORTED
UNIVERSITIES REPRESENTING FORTY-SEVEN STATES
AND THIRTY-THREE UNIVERSITY SYSTEMS
REPRESENTING TWENTY-SEVEN STATES

OFFICE OF INSTITUTIONAL RESEARCH

UNIVERSITY OF ARKANSAS

DECEMBER 31, 1984

A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE SALARIES

INTRODUCTION

This study is the eighteenth annual administrative salary survey conducted by the University of Arkansas. The universities invited to participate comprise a representative group of public, doctoral-granting institutions. To provide anonymity, the universities are not identified with their salaries. Also, when the number of respondents for a particular position was less then three, the data were omitted.

The salaries are distributed in rank order to facilitate comparisons of a participant's relative standing with other universities. A salary enclosed in parentheses identifies that salary as being paid for a position with a dual function. Salaries within parentheses are included in the position average. If two salaries were reported for one position, both salaries are included under that position title. Several salaries in Table I are also coded with an asterisk. The asterisk indicates that the salary is from an institution which is a member of the National Association of State Universities and Land-Grant Colleges (NASULGC).

Salaries are reported only for full-time administrators. The study includes officers whose responsibilities and function range from the director of a single office to the university president. Reporting guidelines provided with the questionnaire have enabled the inclusion of these salary data, with few exceptions, exactly as reported by the responding institutions.

The University of Arkansas wishes to thank all respondents for participating. The primary purpose of this study has always been to provide comparable and comprehensive information in a timely manner that will be useful to participants, particularly in the preparation of annual budget requests.

A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE SALARIES

DESCRIPTION

TABLE I

The first section provides the ranking of salaries paid among all participating universities. Questionnaires were sent to one hundred sixty-nine universities in fifty states. From this group, replies were received from one hundred fifty-one institutions in forty-seven states.

Several salaries in this section have been printed with an asterisk. The asterisk indicates that the salary is from a university which is a member of the National Association of State Universities and Land-Grant Colleges (NASULGC).

TABLE II

The second section is a series of tables showing the salaries paid among the one hundred fifty-one participants arranged into the nine regions defined by the Equal Employment Opportunity Commission (the New York and Boston regions are combined). The responding universities in each region are enumerated at the beginning of the appropriate section.

TABLE III

The third section of the study is a table of salaries paid to university system officers. For purposes of this survey, a university system is defined as one which has a separate administrative structure for a system of multiple general academic institutions, at least one of which has offerings at the doctorate-granting level. Questionnaires were sent to thirty-five university systems in twenty-eight states, and replies were received from thirty-three university systems in twenty-seven states.

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TABLE I

A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE SALARIES PAID AMONG ONE HUNDRED FIFTY-ONE UNIVERSITIES IN FORTY-SEVEN STATES

This table summarizes the data for one hundred fifty-one universities in forty-seven states. For making these data available, the University of Arkansas is grateful to the following universities:

*Arizona State University
*Auburn University
Ball State University
Bowling Green State University
California State University, Los Angeles
Central Michigan University
Central Missouri State University
City University of New York, Bernard Baruch College
City University of New York Graduate School and University Center
*Clemson University
Cleveland State University
College of William and Mary
*Colorado State University
East Tennessee State University
East Texas State University
Florida Atlantic University
*Florida State University
*Georgia Institute of Technology
Georgia State University
Idaho State University
Illinois State University
Indiana State University
*Indiana University - Bloomington
Indiana University of Pennsylvania
Indiana University - Purdue University at Indianapolis
*Iowa State University of Science and Technology
*Kansas State University
*Kent State University
Lamar University
*Louisiana State University and A & M College
Louisiana Tech University
Memphis State University
*Miami University
*Michigan State University
Middle Tennessee State University
*Mississippi State University
*Montana State University
Morgan State University
New Mexico Institute of Mining and Technology
*New Mexico State University
*North Carolina State University at Raleigh
*North Dakota State University
North Texas State University
Northeast Louisiana University
Northern Arizona University
Northern Illinois University
Northwestern State University of Louisiana
Oakland University
*Ohio State University
*Ohio University
*Oklahoma State University
Old Dominion University
*Oregon State University
Portland State University
*Rutgers, The State University - New Brunswick
Sam Houston State University
San Diego State University
South Dakota School of Mines and Technology
*South Dakota State University
*Southern Illinois University at Carbondale
Southern Illinois University at Edwardsville
*State University of New York - Albany
*State University of New York - Binghamton
*State University of New York - Buffalo

*Member of National Association of State Universities and Land-Grant Colleges.

TABLE I (Continued)

*State University of New York - Stony Brook
Stephen F. Austin State University
*Temple University
Tennessee Technological University
Texas A & I University
*Texas A & M University
*Texas Southern University
*Texas Tech University
University of Akron
*University of Alabama
*University of Alabama in Birmingham
University of Alabama in Huntsville
*University of Alaska at Fairbanks
*University of Arizona
*University of Arkansas
*University of California
*University of California, Davis
*University of California, Riverside
University of California, Santa Barbara
University of Central Florida
*University of Cincinnati
University of Colorado at Boulder
*University of Colorado at Denver
*University of Connecticut
*University of Florida
*University of Georgia
*University of Hawaii at Manoa
*University of Houston
*University of Idaho
*University of Illinois at Chicago
*University of Illinois at Urbana-Champaign
*University of Iowa
*University of Kansas at Lawrence
*University of Kentucky
*University of Louisville
University of Lowell
*University of Maine at Orono
University of Maryland, Baltimore County
*University of Maryland at College Park
*University of Massachusetts
*University of Michigan at Ann Arbor
*University of Mississippi
*University of Missouri - Columbia
*University of Missouri - Kansas City
*University of Missouri - Rolla
University of Missouri - St. Louis
*University of Montana
*University of Nebraska - Lincoln
*University of Nebraska at Omaha
University of Nevada, Las Vegas
*University of Nevada, Reno
*University of New Hampshire
*University of New Mexico
*University of North Carolina at Chapel Hill
University of North Carolina at Greensboro
University of North Dakota
University of North Florida
University of Northern Colorado
University of Northern Iowa
*University of Oklahoma
*University of Oregon
*University of Rhode Island
University of South Alabama
*University of South Carolina, Columbia
*University of South Dakota
*University of South Florida
University of Southern Mississippi
University of Southwestern Louisiana
*University of Tennessee - Knoxville
*University of Texas at Austin
University of Texas at Dallas

*Member of National Association of State Universities and Land-Grant Colleges.

TABLE I (Continued)

University of Texas at El Paso
University of Toledo
*University of Utah
*University of Vermont
*University of Virginia
*University of Washington
*University of Wisconsin at Madison
*University of Wisconsin at Milwaukee
*Utah State University
*Virginia Commonwealth University
*Virginia Polytechnic Institute and State University
*Washington State University
*Wayne State University
*West Virginia University
Western Michigan University
Wichita State University

*Member of National Association of State Universities and Land-Grant Colleges.

TABLE I (Continued)

PRESIDENT OF A SYSTEM OF MULTI-CAMPUS INSTITUTIONS

RANK	SALARY	
1	116,500	*
2	100,760	*
3	97,000	*
4	95,000	*
5	90,945	*
6	90,800	*
7	86,000	
8	86,000	*
9	86,000	*
10	84,750	*
11	84,000	*
12	82,900	*
13	81,576	
14	80,004	*
15	80,000	*
16	77,500	
17	76,466	*
18	72,528	*
19	71,300	
20	68,970	*
AVERAGE	85,450	

PRESIDENT OF A SINGLE UNIT INSTITUTION

RANK	SALARY	
1	136,000	*
2	130,000	*
3	128,000	*
4	117,377	*
5	106,000	
6	104,500	*
7	100,000	*
8	99,998	*
9	99,900	
10	98,100	*
11	98,100	*
12	96,866	*
13	96,860	*
14	96,500	
15	96,300	
16	96,000	*
17	96,000	*
18	95,600	
19	95,000	*
20	95,000	
21	94,150	*
22	94,100	*
23	93,000	
24	92,700	*
25	92,500	*
26	92,500	*
27	91,685	*
28	91,300	*
29	90,524	*
30	90,300	
31	90,000	
32	89,500	*
33	89,500	
34	88,885	*
35	88,500	*
36	88,281	*
37	87,888	*
38	87,800	*
39	87,500	
40	87,000	
41	87,000	
42	85,800	
43	85,186	
44	85,000	*
45	84,000	*
46	84,000	*
47	84,000	*
48	84,000	*
49	83,789	*
50	83,673	
51	83,672	*
52	83,000	*
53	83,000	
54	83,000	*
55	83,000	
56	82,720	
57	82,000	*
58	82,000	
59	81,576	
60	80,500	
61	80,100	
62	80,000	*
63	80,000	
64	79,879	*
65	78,792	*
66	78,750	
67	78,000	
68	78,000	
69	77,160	
70	77,040	
71	76,587	
72	76,466	*
73	76,296	*
74	76,000	*
75	75,920	
76	75,752	
77	75,425	*
78	75,400	
79	75,000	
80	75,000	*
81	74,750	*
82	74,500	
83	74,500	*
84	73,788	*
85	73,200	*
86	72,975	*
87	72,528	*
88	72,528	
89	72,260	
90	72,145	
91	72,000	
92	71,335	
93	71,335	
94	71,335	
95	71,070	
96	71,070	*
97	71,070	*
98	71,070	*
99	71,070	*
100	71,070	*
101	70,920	
102	70,560	
103	70,476	
104	70,000	*
105	70,000	*
106	69,800	
107	69,630	*
108	68,970	*
109	68,970	
110	68,808	*
111	68,560	*
112	68,511	
113	68,000	
114	68,000	
115	68,000	*
116	67,569	*
117	67,568	*
118	67,184	*
119	66,153	
120	66,149	*
121	65,000	*
122	64,600	
123	62,000	
124	62,000	
125	60,012	*
126	60,008	
127	59,377	*
128	53,764	
129	49,056	
AVERAGE	81,096	

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PAID 1984-1985

TABLE I (Continued)

ACADEMIC OFFICERS:
ACADEMIC VICE PRESIDENT

RANK	SALARY
1	95,000
2	92,127 *
3	(90,360)*
4	(90,000)*
5	87,900 *
6	87,500 *
7	87,500 *
8	87,200 *
9	(87,000)*
10	86,902 *
11	86,500
12	85,000 *
13	(85,000)*
14	(85,000)*
15	84,100 *
16	82,500 *
17	82,305 *
18	82,131 *
19	81,586 *
20	81,280 *
21	81,000 *
22	80,300
23	80,000 *
24	79,000 *
25	78,752
26	78,650 *
27	78,450 *
28	78,100 *
29	77,100 *
30	76,800 *
31	76,380
32	75,500 *
33	75,300
34	75,252 *
35	75,000 *
36	74,984
37	74,900 *
38	74,550 *
39	74,480
40	74,000 *
41	74,000
42	73,700 *
43	73,000
44	72,700
45	71,400
46	71,100 *
47	71,000 *
48	70,800 *
49	70,500
50	70,000 *
51	70,000
52	69,649 *
53	69,648 *
54	69,300
55	69,084 *
56	(69,012)
57	69,000
58	69,000
59	68,952
60	68,150 *
61	67,567 *
62	67,246
63	67,241
64	67,179
65	66,875 *
66	(66,800)
67	66,500 *
68	65,757 *
69	65,550
70	65,520
71	65,460 *
72	65,412
73	65,000 *
74	65,000 *
75	64,200
76	63,864 *
77	63,670 *
78	63,641
79	63,000
80	62,500
81	(62,276)*
82	62,232
83	62,200 *
84	62,000
85	62,000 *
86	61,900
87	61,500
88	61,416
89	61,350 *
90	61,334
91	61,100 *
92	60,938 *
93	60,600 *
94	60,116
95	60,000
96	59,892
97	59,850 *
98	59,300 *
99	59,010
100	59,000
101	58,596
102	58,235
103	58,000
104	57,957 *
105	57,800
106	57,681 *
107	57,660
108	57,000
109	56,000
110	54,630
111	54,584 *
112	50,000
113	(48,685)
114	(48,602)
115	48,308
116	48,000 *
AVERAGE	69,596

ACADEMIC OFFICERS:
PROVOST

RANK	SALARY
1	(94,000)
2	92,936 *
3	(90,360)*
4	(87,000)*
5	84,100 *
6	83,696 *
7	83,000 *
8	82,900 *
9	82,236 *
10	80,000 *
11	80,000 *
12	79,000 *
13	78,000 *
14	77,100 *
15	77,040 *
16	76,900
17	76,470 *
18	73,600
19	73,100 *
20	72,000 *
21	72,000 *
22	71,550 *
23	71,500
24	71,100 *
25	70,000 *
26	70,000 *
27	70,000 *
28	69,648 *
29	69,015 *
30	(69,012)
31	68,995
32	67,500
33	67,000 *
34	(66,800)
35	66,149 *
36	66,000 *
37	(64,659)*
38	63,000
39	62,276
40	(62,276)*
41	62,109
42	60,540 *
43	(48,685)
44	42,100
AVERAGE	72,622

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TABLE I (Continued)

ACADEMIC OFFICERS:
DIRECTOR OF LIBRARIES

RANK	SALARY	
1	81,380	
2	80,000	*
3	77,147	*
4	74,500	*
5	72,500	*
6	71,470	*
7	71,032	*
8	71,000	*
9	70,248	*
10	70,000	*
11	67,003	*
12	66,845	*
13	65,473	*
14	65,096	*
15	65,040	*
16	65,000	*
17	65,000	
18	65,000	*
19	64,900	*
20	64,000	*
21	63,600	
22	63,500	*
23	63,200	*
24	63,100	*
25	62,287	
26	61,700	*
27	61,050	
28	61,000	*
29	61,000	*
30	60,702	*
31	60,557	*
32	60,000	*
33	59,928	*
34	58,915	
35	58,725	*
36	58,600	*
37	58,500	*
38	58,428	*
39	58,332	*
40	58,092	*
41	58,000	*
42	57,975	*
43	57,680	*
44	57,660	*
45	57,300	*
46	57,200	
47	57,000	
48	57,000	*
49	56,900	
50	56,853	*
51	56,750	*
52	56,200	*
53	55,544	*
54	55,500	*
55	55,000	*
56	54,945	*
57	54,840	
58	54,816	*
59	54,524	*
60	54,120	*
61	54,000	*
62	54,000	
63	54,000	*
64	53,604	
65	53,339	*
66	52,800	*
67	52,800	
68	52,746	*
69	52,716	*
70	52,360	*
71	52,320	
72	52,301	*
73	52,000	*
74	52,000	*
75	51,864	*
76	51,847	
77	51,501	*
78	51,500	*
79	51,400	
80	51,200	*
81	50,952	
82	50,942	*
83	50,880	
84	50,774	
85	50,700	*
86	50,700	*
87	50,363	*
88	50,144	*
89	50,144	
90	50,110	
91	50,064	
92	50,060	*
93	50,000	
94	50,000	
95	49,647	
96	49,500	*
97	49,290	
98	48,953	*
99	48,530	
100	48,126	
101	48,125	
102	48,069	*
103	48,000	*
104	47,830	
105	47,700	
106	47,200	*
107	47,100	
108	46,658	
109	46,621	
110	46,008	
111	45,869	
112	45,750	
113	45,322	*
114	45,250	*
115	45,208	
116	45,099	
117	45,000	
118	45,000	
119	44,055	*
120	43,848	
121	43,542	*
122	43,500	*
123	43,500	
124	43,415	*
125	43,200	
126	42,510	
127	42,420	*
128	42,420	*
129	42,328	
130	42,016	
131	41,880	
132	41,761	
133	41,761	*
134	41,615	
135	41,000	
136	40,827	
137	39,655	
138	37,705	
139	35,600	
140	34,903	
141	33,695	
142	33,179	
143	32,500	
144	27,000	
AVERAGE	53,163	

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TABLE I (Continued)

ACADEMIC OFFICERS:
DIRECTOR OF AFFIRMATIVE ACTION PROGRAM

RANK	SALARY	
1	(85,000)	*
2	(64,083)	*
3	61,820	
4	61,500	*
5	55,400	*
6	54,142	*
7	52,240	*
8	52,100	*
9	51,000	*
10	50,792	*
11	50,000	*
12	48,600	*
13	48,500	*
14	(48,480)	
15	47,800	
16	47,500	*
17	46,866	*
18	46,252	
19	46,247	*
20	(46,000)	*
21	45,400	*
22	44,800	*
23	44,750	*
24	44,652	
25	44,500	*
26	(43,500)	
27	43,440	*
28	43,440	
29	43,437	*
30	43,008	*
31	43,000	*
32	42,693	*
33	42,500	*
34	42,000	
35	41,800	*
36	41,090	*
37	40,920	*
38	40,821	
39	40,500	*
40	40,440	*
41	40,428	*
42	40,150	*
43	40,000	*
44	39,850	
45	39,796	*
46	39,768	
47	39,600	*
48	39,500	
49	39,000	*
50	38,811	
51	38,754	
52	38,500	
53	38,300	*
54	38,100	*
55	37,820	*
56	37,800	*
57	37,350	*
58	37,105	*
59	37,025	
60	36,960	
61	36,869	
62	36,838	*
63	35,800	*
64	35,768	
65	35,364	*
66	35,280	
67	35,057	*
68	35,000	
69	35,000	
70	34,775	*
71	34,615	*
72	34,000	*
73	33,246	*
74	32,972	
75	32,910	*
76	32,300	
77	32,184	
78	32,000	
79	32,000	
80	31,875	*
81	31,584	*
82	31,425	
83	31,407	*
84	31,000	*
85	30,900	*
86	30,750	*
87	30,500	*
88	30,450	
89	30,200	
90	30,000	*
91	30,000	*
92	29,767	
93	29,629	
94	29,327	*
95	29,000	
96	29,000	
97	28,710	
98	28,704	*
99	28,475	
100	28,373	*
101	28,080	
102	28,038	
103	27,563	
104	27,400	*
105	27,337	*
106	27,245	*
107	(26,848)	
108	25,800	
109	25,000	*
110	23,745	*
111	23,388	
112	23,042	
113	22,800	
114	22,212	
115	21,252	*
116	19,646	*
AVERAGE	37,742	

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TABLE I (Continued)

ACADEMIC OFFICERS:
DIRECTOR OF COMPUTING SERVICES

RANK	SALARY	
1	84,792	
2	75,250	*
3	70,000	*
4	69,000	*
5	66,916	*
6	66,000	*
7	66,000	*
8	65,900	*
9	65,400	*
10	65,000	*
11	65,000	*
12	64,500	*
13	64,372	*
14	64,000	*
15	63,000	*
16	62,750	*
17	62,492	*
18	61,260	*
19	60,720	*
20	60,132	*
21	60,000	*
22	59,880	*
23	59,800	*
24	59,794	*
25	59,500	*
26	59,295	
27	59,229	
28	59,064	*
29	59,064	
30	58,860	*
31	58,536	*
32	58,200	*
33	58,080	
34	57,943	
35	57,939	*
36	57,845	*
37	57,600	*
38	57,200	*
39	57,000	*
40	56,871	
41	56,700	*
42	56,512	*
43	56,150	*
44	56,000	*
45	55,728	
46	54,400	
47	54,300	*
48	(54,040)	
49	54,028	*
50	54,000	*
51	54,000	*
52	54,000	*
53	53,900	*
54	53,857	*
55	53,500	*
56	53,286	*
57	52,341	*
58	52,320	*
59	52,100	*
60	52,100	*
61	52,032	
62	52,000	*
63	52,000	*
64	51,700	*
65	51,672	
66	51,525	*
67	51,348	*
68	50,900	*
69	50,600	*
70	50,315	*
71	50,300	
72	50,244	*
73	50,144	
74	50,144	*
75	50,115	
76	50,004	
77	50,004	
78	50,000	*
79	49,500	*
80	49,500	
81	49,500	*
82	49,452	
83	49,000	
84	49,000	*
85	48,880	
86	48,741	*
87	48,651	
88	48,534	*
89	48,384	
90	48,200	
91	(48,000)	
92	48,000	*
93	47,900	
94	47,882	*
95	47,859	*
96	47,000	
97	46,500	*
98	46,200	
99	46,126	
100	46,000	
101	46,000	
102	45,974	
103	45,264	
104	45,220	
105	45,000	*
106	44,784	
107	44,550	
108	44,204	
109	44,064	*
110	(43,500)	
111	43,081	*
112	43,050	
113	42,900	
114	42,800	*
115	42,500	*
116	42,500	
117	42,500	
118	42,000	
119	41,716	
120	41,650	*
121	41,205	
122	41,168	
123	41,164	
124	41,164	*
125	40,800	*
126	40,039	
127	40,000	
128	39,300	
129	39,250	*
130	38,954	*
131	38,200	
132	38,051	
133	38,000	
134	38,000	
135	37,600	
136	37,488	
137	36,168	
138	35,396	
139	33,774	*
140	32,681	*
141	31,860	
AVERAGE	51,240	

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TABLE I (Continued)

BUSINESS OP FISCAL OFFICERS:
VICE PRESIDENT FOR BUSINESS

RANK	SALARY
1	110,000 *
2	94,000
3	85,701 *
4	85,000 *
5	84,100 *
6	83,900 *
7	(83,500)*
8	82,992 *
9	80,500 *
10	80,000 *
11	80,000 *
12	79,200 *
13	78,756 *
14	78,200 *
15	(77,000)*
16	(76,700)
17	76,500
18	76,470 *
19	(75,000)*
20	(74,880)*
21	74,500
22	74,350 *
23	74,000 *
24	74,000 *
25	(73,100)*
26	72,000 *
27	71,300 *
28	70,589 *
29	70,442 *
30	70,100
31	70,000 *
32	70,000
33	70,000 *
34	69,700 *
35	69,649 *
36	69,648 *
37	69,648 *
38	69,648 *
39	68,831
40	68,750
41	68,372 *
42	67,580 *
43	67,189
44	67,000
45	66,456
46	66,000
47	65,685
48	(65,675)
49	65,350
50	65,343
51	65,270 *
52	65,200
53	65,000 *
54	65,000 *
55	(64,890)
56	64,753
57	64,584 *
58	64,550
59	64,000 *
60	63,903
61	63,300 *
62	62,697 *
63	62,529
64	62,313
65	62,276
66	62,232
67	62,000
68	61,800 *
69	61,606 *
70	61,500
71	61,425
72	61,416
73	61,300
74	61,200 *
75	(60,870)*
76	60,800 *
77	(60,720)
78	60,216 *
79	59,850
80	59,400 *
81	59,300 *
82	59,010
83	58,825
84	58,824 *
85	58,600 *
86	58,596
87	58,500
88	58,500
89	57,957 *
90	57,845
91	57,828
92	57,720 *
93	57,700
94	57,500
95	57,500
96	57,300
97	57,068
98	56,470 *
99	56,196 *
100	(56,000)*
101	56,000 *
102	55,902 *
103	55,650 *
104	55,600 *
105	55,071 *
106	55,000
107	55,000
108	54,739
109	54,000 *
110	53,800
111	53,471
112	53,250
113	53,100
114	52,460
115	52,000 *
116	52,000 *
117	49,514 *
118	47,500
119	45,477
120	43,743 *
AVERAGE	65,120

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TABLE I (Continued)

BUSINESS OR FISCAL OFFICERS:
CONTROLLER

RANK	SALARY	
1	73,966	*
2	72,600	
3	69,225	*
4	68,250	*
5	66,775	*
6	64,600	*
7	63,900	*
8	62,000	*
9	61,500	*
10	60,780	*
11	60,000	*
12	60,000	*
13	58,500	*
14	58,000	
15	57,600	
16	57,300	*
17	57,000	*
18	56,700	*
19	56,005	*
20	(56,000)	*
21	56,000	*
22	56,000	
23	55,400	*
24	55,173	*
25	54,879	
26	54,432	
27	52,550	*
28	52,116	*
29	51,916	
30	51,500	*
31	51,500	
32	51,442	*
33	51,250	*
34	51,000	*
35	51,000	*
36	50,800	*
37	(50,600)	*
38	50,500	*
39	50,340	*
40	49,800	
41	49,151	*
42	49,080	*
43	49,000	*
44	48,936	
45	48,322	*
46	48,317	
47	48,311	*
48	48,100	
49	47,908	*
50	47,770	*
51	47,610	
52	47,500	*
53	47,400	*
54	47,076	
55	47,000	*
56	46,677	
57	46,654	*
58	46,350	
59	46,100	
60	46,000	*
61	45,932	
62	45,840	*
63	45,749	*
64	45,745	
65	45,675	*
66	45,486	
67	45,200	
68	45,000	*
69	44,848	
70	44,600	*
71	44,600	*
72	44,460	*
73	44,000	
74	43,670	
75	43,600	
76	43,262	*
77	42,408	*
78	42,250	
79	42,000	*
80	41,682	
81	41,676	
82	41,565	
83	41,280	*
84	40,872	*
85	40,282	*
86	40,200	*
87	40,137	
88	39,949	
89	39,849	
90	39,500	*
91	39,164	*
92	39,000	
93	38,979	
94	38,584	
95	38,522	*
96	38,522	*
97	38,462	
98	38,099	*
99	38,000	*
100	37,800	
101	37,750	
102	37,577	*
103	37,544	
104	37,000	
105	36,500	
106	36,100	
107	35,648	*
108	35,400	*
109	35,316	
110	34,400	
111	34,260	
112	31,945	*
113	31,536	
114	30,000	
115	28,890	
AVERAGE	47,291	

BUSINESS OR FISCAL OFFICERS:
TREASURER

RANK	SALARY	
1	(77,000)	*
2	(76,650)	*
3	(75,000)	*
4	(71,800)	*
5	57,300	*
6	56,000	*
7	53,300	*
8	52,779	
9	52,500	
10	51,850	
11	51,500	
12	48,077	*
13	48,048	
14	48,000	*
15	48,000	*
16	44,760	*
17	44,044	
18	42,500	*
19	40,700	*
20	37,000	*
21	36,500	*
22	36,296	*
23	35,373	
24	33,720	
25	33,000	*
26	32,243	
27	32,003	*
28	25,623	
29	23,700	*
AVERAGE	47,078	

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TABLE I (Continued)

BUSINESS OR FISCAL OFFICERS:
BUSINESS MANAGER

RANK	SALARY	
1	(76,650)	*
2	64,600	*
3	63,430	*
4	63,276	*
5	63,000	*
6	60,798	*
7	60,500	*
8	60,000	*
9	60,000	*
10	53,176	
11	52,600	*
12	52,000	
13	52,000	*
14	(50,600)	*
15	50,191	*
16	50,144	*
17	50,086	*
18	49,000	*
19	48,800	*
20	47,280	*
21	47,200	*
22	47,164	
23	47,041	
24	46,632	
25	44,376	
26	43,285	*
27	42,893	
28	42,823	
29	42,400	*
30	42,229	
31	41,500	*
32	41,424	
33	40,993	*
34	40,829	*
35	40,400	
36	40,293	
37	38,700	
38	38,664	
39	38,325	*
40	37,660	*
41	37,550	
42	37,524	
43	37,500	
44	37,500	*
45	37,344	
46	35,957	
47	35,736	
48	34,750	*
49	34,355	
50	32,919	
51	32,030	
52	32,000	
53	31,860	
54	31,718	
55	29,350	*
56	28,824	*
57	28,205	
58	24,436	*
59	23,850	
60	21,630	*
AVERAGE	43,633	

BUSINESS OR FISCAL OFFICERS:
INTERNAL AUDITOR

RANK	SALARY	
1	55,000	*
2	54,100	*
3	51,500	*
4	51,300	*
5	51,000	
6	50,900	*
7	50,300	*
8	47,900	*
9	47,000	*
10	46,800	*
11	46,500	
12	46,475	*
13	46,330	*
14	45,842	*
15	45,500	*
16	45,050	*
17	44,961	*
18	44,800	*
19	44,000	
20	43,788	*
21	43,575	*
22	43,500	*
23	42,707	*
24	42,035	*
25	41,500	*
26	40,500	*
27	40,000	
28	39,000	*
29	38,940	
30	38,814	*
31	38,801	
32	38,750	
33	38,522	*
34	38,255	*
35	38,093	
36	37,956	*
37	37,927	*
38	37,524	*
39	37,356	*
40	37,080	*
41	37,055	
42	36,847	
43	36,800	*
44	36,754	*
45	36,648	
46	36,400	*
47	36,390	*
48	36,000	*
49	35,789	
50	35,640	*
51	35,530	
52	35,500	
53	35,460	
54	35,436	
55	35,350	
56	35,337	*
57	35,020	
58	34,915	
59	34,846	*
60	34,823	*
61	34,650	
62	34,500	*
63	34,000	*
64	33,980	*
65	33,843	*
66	33,528	
67	33,216	
68	32,537	
69	32,500	*
70	32,376	*
71	32,100	
72	32,004	*
73	31,500	*
74	31,302	*
75	30,900	
76	30,780	
77	30,684	
78	30,600	
79	30,000	*
80	29,757	
81	29,370	
82	29,325	
83	29,181	
84	29,146	*
85	29,062	*
86	29,047	
87	28,908	*
88	28,850	
89	28,600	*
90	28,200	*
91	28,132	
92	28,100	*
93	28,059	
94	28,000	*
95	27,000	
96	25,203	
97	23,625	
98	23,525	*
99	23,500	*
100	23,320	
101	23,175	*
102	16,831	*
103	13,300	
AVERAGE	36,045	

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TABLE I (Continued)

BUSINESS OR FISCAL OFFICERS:
BUDGET OFFICER

RANK	SALARY	
1	74,500	*
2	61,051	*
3	59,000	*
4	58,934	*
5	58,700	*
6	58,281	*
7	57,941	*
8	57,500	
9	57,100	
10	57,000	*
11	55,800	*
12	55,000	*
13	54,800	*
14	54,617	*
15	54,600	*
16	54,288	*
17	54,124	
18	53,004	*
19	52,836	
20	52,500	
21	52,188	*
22	52,000	*
23	51,839	*
24	51,300	*
25	50,600	*
26	(50,600)	*
27	50,030	*
28	49,893	*
29	49,500	
30	49,132	*
31	49,035	*
32	48,500	*
33	48,300	*
34	48,216	*
35	48,033	
36	46,920	*
37	46,908	
38	46,600	*
39	46,500	
40	46,112	*
41	46,000	*
42	45,900	*
43	45,800	*
44	45,000	
45	45,000	*
46	45,000	*
47	44,562	*
48	44,500	*
49	44,450	
50	44,207	*
51	43,776	*
52	43,650	*
53	43,560	
54	43,200	*
55	43,000	*
56	43,000	*
57	43,000	
58	42,788	*
59	42,579	*
60	42,347	*
61	42,210	*
62	42,080	
63	42,000	
64	41,727	*
65	41,716	*
66	41,508	*
67	41,122	*
68	40,987	
69	(40,400)	*
70	40,212	*
71	40,040	*
72	40,008	*
73	39,775	*
74	39,700	
75	39,698	
76	39,400	
77	39,300	
78	39,000	
79	38,800	*
80	38,500	
81	38,321	*
82	38,000	*
83	37,920	
84	36,847	*
85	36,800	*
86	36,700	*
87	36,300	
88	36,300	*
89	36,000	
90	36,000	
91	35,921	
92	35,770	*
93	35,595	*
94	35,443	
95	35,398	*
96	35,360	
97	35,000	
98	34,999	
99	34,944	
100	34,850	*
101	34,000	*
102	33,990	
103	33,708	*
104	33,600	
105	33,500	*
106	33,402	
107	32,500	
108	32,277	*
109	32,172	
110	31,000	
111	29,568	
112	29,220	
113	28,080	
114	27,600	*
115	27,172	*
116	26,400	*
117	25,900	
118	20,500	
119	17,168	
AVERAGE	42,838	

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TABLE I (Continued)

BUSINESS OR FISCAL OFFICERS:
DIRECTOR OF PERSONNEL

RANK	SALARY	
1	76,960	*
2	71,600	
3	67,000	*
4	62,600	*
5	62,558	*
6	60,000	*
7	58,645	*
8	58,012	*
9	57,300	
10	57,000	*
11	56,000	*
12	55,000	*
13	55,000	*
14	54,590	*
15	(54,040)	
16	53,409	
17	52,548	
18	52,149	*
19	51,570	*
20	51,552	*
21	51,335	*
22	51,252	*
23	50,934	*
24	50,928	
25	50,900	*
26	50,600	*
27	50,500	
28	50,209	
29	50,144	
30	50,100	*
31	50,056	*
32	50,030	*
33	50,000	*
34	49,629	*
35	49,000	*
36	48,132	*
37	47,800	*
38	47,600	*
39	47,573	*
40	47,568	
41	47,500	*
42	47,500	*
43	47,108	*
44	46,906	*
45	46,584	*
46	46,500	
47	46,500	*
48	46,400	*
49	46,300	*
50	45,005	*
51	44,961	*
52	44,928	
53	44,503	
54	44,263	*
55	44,200	
56	44,187	*
57	43,818	
58	43,775	*
59	43,500	*
60	42,998	*
61	42,967	*
62	42,680	
63	42,626	
64	42,500	
65	42,500	*
66	42,408	*
67	42,335	*
68	42,000	*
69	41,784	*
70	41,364	
71	41,297	
72	41,200	*
73	41,196	
74	41,075	
75	41,040	*
76	41,000	*
77	40,950	
78	40,900	*
79	40,700	
80	40,419	*
81	40,392	*
82	40,311	*
83	40,284	*
84	40,282	
85	40,275	*
86	39,795	
87	39,750	
88	39,500	*
89	39,192	*
90	39,027	
91	39,000	*
92	38,468	
93	38,150	*
94	38,016	
95	37,982	
96	37,800	
97	37,792	
98	37,524	*
99	37,524	*
100	37,492	
101	37,286	
102	36,500	
103	36,432	*
104	36,300	*
105	36,000	*
106	36,000	
107	35,767	
108	35,000	*
109	35,000	
110	34,600	*
111	34,600	
112	34,536	
113	34,500	
114	34,476	*
115	34,044	
116	33,600	
117	33,486	
118	33,344	
119	33,300	
120	33,250	*
121	33,200	
122	33,000	*
123	32,916	
124	32,170	
125	31,886	*
126	31,860	
127	31,787	*
128	31,557	
129	31,117	
130	30,100	
131	30,060	
132	29,550	*
133	29,400	
134	28,859	
135	28,362	
136	27,150	*
137	24,800	*
138	24,573	
AVERAGE	42,907	

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TABLE I (Continued)

STUDENT AFFAIRS OFFICERS:
VICE PRESIDENT FOR STUDENT AFFAIRS
(SERVICES)

RANK	SALARY
1	80,000 *
2	78,000 *
3	77,500 *
4	76,000 *
5	76,000
6	76,000 *
7	(75,900)
8	71,690 *
9	70,803 *
10	70,776 *
11	(70,000)*
12	69,200 *
13	69,174 *
14	68,973 *
15	68,800 *
16	68,000 *
17	68,000 *
18	67,500
19	67,500 *
20	67,400 *
21	67,396 *
22	66,853 *
23	66,550 *
24	66,200 *
25	65,800
26	65,685
27	65,554
28	65,500 *
29	65,085
30	64,000 *
31	63,850
32	63,600
33	63,530 *
34	63,463 *
35	63,100 *
36	63,000
37	63,000 *
38	62,475 *
39	62,400 *
40	62,300 *
41	62,280 *
42	62,215
43	62,000 *
44	61,993 *
45	61,950 *
46	61,800 *
47	61,500
48	60,700
49	60,144
50	60,080 *
51	60,000
52	60,000
53	60,000 *
54	59,400 *
55	59,136 *
56	58,566
57	58,200
58	58,044
59	58,000 *
60	58,000 *
61	57,828
62	57,609
63	57,529
64	57,527 *
65	57,450 *
66	57,276 *
67	57,108 *
68	57,000 *
69	(56,940)
70	56,800
71	56,014 *
72	56,000
73	56,000 *
74	56,000 *
75	55,956 *
76	55,700 *
77	55,600 *
78	55,500 *
79	(55,324)*
80	55,200 *
81	(55,080)*
82	55,000 *
83	55,000 *
84	55,000
85	54,800 *
86	54,700
87	54,410
88	53,800
89	53,520
90	53,500
91	52,000 *
92	52,000 *
93	52,000 *
94	51,943 *
95	51,702
96	51,375 *
97	51,303
98	51,000
99	51,000
100	51,000 *
101	50,575
102	50,236
103	50,103 *
104	50,000
105	50,000
106	48,000
107	47,654 *
108	(46,500)
109	46,435
110	45,760
111	45,000
112	44,194
113	41,940
AVERAGE	59,624

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TABLE I (Continued)

STUDENT AFFAIRS OFFICERS:
DEAN OF STUCENT AFFAIRS

RANK	SALARY	
1	76,440	*
2	66,300	*
3	61,500	*
4	60,480	*
5	59,867	
6	59,600	
7	58,850	*
8	58,500	*
9	(56,940)	
10	55,735	
11	55,000	*
12	54,540	
13	54,154	*
14	54,000	*
15	53,200	*
16	52,896	*
17	52,713	*
18	52,464	
19	52,300	*
20	52,000	*
21	51,500	*
22	51,162	*
23	51,000	*
24	50,952	
25	50,472	*
26	50,415	
27	50,020	*
28	50,003	
29	49,776	*
30	49,700	*
31	49,500	*
32	49,020	*
33	49,000	
34	48,600	*
35	48,399	*
36	48,200	*
37	47,800	*
38	47,700	
39	(47,069)	*
40	47,000	*
41	46,980	*
42	46,928	
43	46,572	*
44	46,130	*
45	46,087	*
46	46,000	*
47	46,000	*
48	45,196	*
49	45,032	*
50	45,000	
51	45,000	*
52	44,500	
53	44,500	
54	44,500	
55	44,400	*
56	43,800	*
57	43,454	
58	42,516	
59	42,510	
60	42,500	*
61	42,201	*
62	42,125	*
63	42,000	*
64	41,600	
65	41,453	
66	41,305	
67	40,911	
68	40,562	
69	40,000	*
70	39,606	
71	39,000	*
72	37,500	*
73	37,261	*
74	37,152	*
75	37,010	*
76	36,756	
77	36,641	
78	36,211	
79	35,949	
80	35,795	*
81	35,466	
82	35,250	*
83	35,000	
84	34,962	
85	34,719	
86	34,609	
87	34,154	*
88	33,800	*
89	33,770	
90	33,150	*
91	30,935	
92	28,500	*
AVERAGE	45,845	

STUDENT AFFAIRS OFFICERS:
DEAN OF INTERNATIONAL STUDENTS

RANK	SALARY	
1	73,443	*
2	63,936	*
3	59,580	
4	55,320	*
5	52,100	*
6	48,746	
7	45,000	*
8	45,000	
9	43,396	*
10	43,325	*
11	43,267	*
12	42,820	*
13	42,783	*
14	42,500	*
15	41,000	*
16	40,500	*
17	40,287	*
18	40,176	
19	39,000	*
20	38,856	*
21	38,724	
22	37,355	*
23	37,080	
24	37,000	*
25	36,468	*
26	36,210	
27	35,938	*
28	35,364	
29	35,364	*
30	35,067	*
31	35,000	*
32	33,700	*
33	33,240	*
34	32,580	*
35	32,086	*
36	31,989	*
37	31,800	
38	30,544	*
39	30,500	*
40	30,398	
41	29,533	
42	29,285	*
43	28,820	*
44	28,350	
45	27,851	
46	27,820	*
47	27,300	*
48	27,113	*
49	26,820	
50	26,000	*
51	25,961	*
52	25,600	*
53	25,482	
54	25,476	*
55	25,410	
56	24,364	*
57	23,700	*
58	22,968	
59	22,500	
60	22,500	
61	20,502	*
62	20,046	
63	19,995	*
64	18,500	
AVERAGE	34,833	

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TABLE I (Continued)

STUDENT AFFAIRS OFFICERS:
DIRECTOR OF ADMISSIONS

RANK	SALARY
1	69,056 *
2	63,000 *
3	58,322
4	(57,700)*
5	55,000 *
6	54,667 *
7	53,400
8	52,500 *
9	52,489 *
10	(52,333)*
11	(51,852)*
12	51,672 *
13	51,427 *
14	(50,610)
15	50,056 *
16	50,034 *
17	(49,870)*
18	49,869 *
19	49,800
20	49,584 *
21	(49,050)*
22	(49,000)*
23	48,550 *
24	47,500 *
25	47,250
26	46,957 *
27	46,900
28	46,746
29	46,658
30	(46,584)*
31	46,500 *
32	46,300
33	46,176
34	(45,926)*
35	45,610 *
36	45,468
37	45,379
38	45,200 *
39	45,095 *
40	44,880 *
41	43,500 *
42	43,500 *
43	43,497
44	43,050 *
45	43,000
46	42,827
47	42,565 *
48	(42,553)
49	42,504
50	42,500
51	42,407
52	42,100 *
53	42,000 *
54	41,800 *
55	41,761
56	41,727
57	41,700 *
58	41,500 *
59	41,112 *
60	41,000 *
61	40,970 *
62	40,740 *
63	40,505 *
64	40,500 *
65	40,250
66	40,204 *
67	40,100 *
68	40,020 *
69	40,000
70	40,000 *
71	40,000
72	40,000
73	40,000
74	39,989
75	39,904 *
76	39,625
77	39,496 *
78	39,233 *
79	39,200 *
80	39,013
81	39,000 *
82	38,867 *
83	38,796
84	38,736
85	38,265 *
86	(38,150)
87	38,040 *
88	38,000
89	37,570 *
90	37,550 *
91	37,307
92	37,257 *
93	37,100 *
94	37,000 *
95	37,000
96	36,667
97	36,575 *
98	36,500 *
99	36,432 *
100	36,284 *
101	36,186
102	35,855 *
103	(35,748)
104	35,500
105	35,500 *
106	35,125
107	35,100 *
108	34,837
109	34,536
110	34,476 *
111	34,283 *
112	34,220 *
113	34,176 *
114	34,000 *
115	33,888
116	33,674
117	33,034
118	32,415
119	32,282
120	32,000 *
121	31,860
122	31,750 *
123	31,500
124	31,100 *
125	31,007 *
126	(30,997)
127	30,900 *
128	30,797 *
129	30,506 *
130	30,341
131	30,288
132	29,997
133	29,633 *
134	29,500
135	27,500
136	26,949
137	26,400 *
138	26,290
139	26,090 *
140	24,563 *
141	24,000
142	23,187
143	22,543
AVERAGE	40,188

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TABLE I (Continued)

STUDENT AFFAIRS OFFICERS: REGISTRAR

RANK	SALARY
1	58,926 *
2	58,750 *
3	57,800 *
4	(57,700)*
5	55,891 *
6	55,690 *
7	53,864
8	53,400
9	52,500 *
10	(52,333)*
11	52,100 *
12	(51,852)*
13	51,500 *
14	51,000 *
15	50,056 *
16	50,000 *
17	(49,870)*
18	49,280 *
19	(49,000)*
20	48,958 *
21	48,322
22	47,683
23	47,350
24	(46,584)*
25	46,500 *
26	46,400 *
27	46,020 *
28	46,000 *
29	(46,000)*
30	(45,926)*
31	45,760 *
32	45,200 *
33	(45,100)
34	45,000 *
35	44,889
36	44,600 *
37	44,350
38	44,150 *
39	44,075 *
40	44,000 *
41	43,728
42	43,605 *
43	43,091
44	43,050 *
45	(42,553)
46	42,410
47	42,100 *
48	41,785 *
49	41,671
50	41,518 *
51	41,409 *
52	41,300
53	41,105 *
54	41,025
55	40,847 *
56	40,548 *
57	40,509 *
58	40,475 *
59	40,392 *
60	40,314 *
61	40,267 *
62	40,040
63	40,000 *
64	40,000 *
65	40,000
66	39,720 *
67	39,600 *
68	39,500 *
69	39,407 *
70	39,319
71	39,000 *
72	38,452
73	(38,150)
74	38,115 *
75	38,080 *
76	37,996 *
77	37,951 *
78	37,822 *
79	37,800
80	37,700 *
81	37,500 *
82	37,494
83	37,402
84	37,300
85	37,100 *
86	37,080 *
87	37,020 *
88	37,000
89	36,925
90	36,800
91	36,780 *
92	36,750
93	36,700 *
94	36,370 *
95	36,152
96	36,000
97	35,612
98	35,500 *
99	35,250
100	35,210
101	35,000
102	35,000 *
103	34,944
104	34,399 *
105	34,143
106	34,075 *
107	34,067 *
108	34,000
109	34,000
110	34,000
111	33,980
112	33,900
113	33,867 *
114	33,307 *
115	33,186
116	33,008
117	33,000
118	32,760
119	32,733 *
120	32,712 *
121	32,630
122	31,860
123	31,713 *
124	31,200 *
125	(30,997)
126	30,616
127	30,613
128	30,100 *
129	29,593 *
130	28,560 *
131	28,000 *
132	26,540 *
133	26,244
134	26,100
135	25,500 *
136	24,792
137	24,444
AVERAGE	40,031

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TABLE I (Continued)

STUDENT AFFAIRS OFFICERS:
DIRECTOR OF FINANCIAL AID

RANK	SALARY	
1	(55,080)	*
2	55,036	*
3	53,500	*
4	50,932	*
5	50,666	*
6	50,060	
7	50,056	*
8	(49,050)	*
9	48,322	
10	47,500	
11	47,059	*
12	46,980	*
13	46,944	*
14	46,200	
15	45,483	*
16	45,238	*
17	45,150	*
18	44,652	*
19	44,501	*
20	44,500	*
21	44,069	*
22	44,000	*
23	43,600	*
24	43,425	
25	42,943	*
26	42,900	*
27	42,659	*
28	42,462	
29	42,400	*
30	42,313	*
31	42,216	
32	42,000	*
33	41,727	*
34	41,500	*
35	41,400	*
36	41,258	
37	41,200	
38	41,100	*
39	41,000	*
40	41,000	
41	40,860	*
42	40,500	*
43	40,465	*
44	40,435	
45	40,348	*
46	40,335	*
47	40,200	*
48	40,008	*
49	40,000	*
50	40,000	*
51	39,943	*
52	39,735	*
53	39,588	*
54	39,503	*
55	39,385	*
56	39,330	
57	39,240	*
58	39,200	*
59	39,100	*
60	39,000	*
61	39,000	
62	38,880	*
63	38,748	
64	38,674	*
65	38,456	
66	38,440	*
67	38,300	
68	38,212	*
69	38,086	
70	37,878	*
71	37,807	*
72	37,470	*
73	37,307	
74	37,300	*
75	37,260	
76	37,092	
77	37,000	
78	37,000	*
79	36,655	*
80	36,380	
81	(36,250)	*
82	36,144	
83	36,100	*
84	36,000	
85	36,000	*
86	35,998	*
87	35,750	*
88	35,700	*
89	35,697	
90	35,629	
91	35,263	
92	35,250	*
93	34,935	*
94	34,800	*
95	34,725	*
96	34,667	
97	34,341	
98	34,200	*
99	34,170	*
100	34,154	*
101	34,122	
102	33,962	
103	33,670	
104	33,382	
105	33,145	*
106	33,000	*
107	32,800	
108	32,800	*
109	32,754	*
110	32,483	
111	32,346	
112	32,304	
113	32,300	*
114	32,200	
115	32,000	
116	32,000	*
117	31,860	
118	31,839	
119	31,644	*
120	31,262	*
121	31,163	
122	31,162	
123	30,912	
124	30,500	*
125	30,276	
126	30,145	
127	30,125	*
128	30,000	
129	30,000	
130	29,819	
131	29,786	
132	29,300	*
133	29,040	*
134	29,000	
135	28,992	
136	28,715	*
137	28,512	
138	28,211	*
139	27,500	
140	27,353	
141	27,066	
142	27,000	
143	26,780	
144	26,000	*
145	25,835	*
146	25,155	
147	25,093	
148	25,039	
149	23,850	
150	20,800	*
AVERAGE	37,107	

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TABLE I (Continued)

STUDENT AFFAIRS OFFICERS:
DIRECTOR OF HOUSING

RANK	SALARY	
1	63,700	*
2	59,000	*
3	57,856	
4	57,700	*
5	57,500	*
6	57,000	
7	55,000	*
8	54,000	*
9	53,500	*
10	52,700	*
11	52,680	*
12	51,258	*
13	51,000	*
14	50,800	*
15	48,400	*
16	(48,360)	*
17	48,106	
18	47,950	*
19	47,700	*
20	47,664	*
21	47,388	*
22	47,116	*
23	47,015	*
24	47,000	
25	46,176	
26	46,140	
27	45,504	
28	45,430	*
29	45,288	*
30	45,000	*
31	44,790	*
32	44,400	*
33	43,900	*
34	43,767	*
35	43,736	*
36	43,644	
37	43,548	*
38	43,500	*
39	43,000	*
40	42,960	*
41	42,613	*
42	42,500	*
43	42,500	*
44	42,000	*
45	41,900	
46	41,788	*
47	41,407	*
48	41,400	*
49	41,000	
50	40,900	*
51	40,874	*
52	40,860	*
53	40,776	*
54	40,560	
55	40,412	*
56	40,000	*
57	39,899	
58	39,368	*
59	39,300	*
60	39,166	
61	39,146	*
62	38,988	
63	38,210	*
64	37,890	
65	37,666	*
66	37,512	*
67	37,100	*
68	37,000	*
69	36,900	*
70	36,769	*
71	36,485	*
72	36,130	*
73	35,811	*
74	35,700	
75	35,484	*
76	35,423	
77	35,151	*
78	35,000	
79	34,865	*
80	34,733	
81	34,615	
82	34,320	
83	33,452	
84	33,000	*
85	32,736	*
86	32,688	
87	32,256	
88	32,200	*
89	32,100	
90	32,058	
91	31,000	
92	30,876	
93	30,406	
94	30,355	*
95	30,123	
96	30,000	
97	29,900	*
98	29,800	
99	29,779	*
100	29,652	
101	29,540	
102	29,485	*
103	29,442	
104	29,400	*
105	29,146	
106	29,000	*
107	28,968	*
108	28,760	
109	28,430	*
110	28,400	
111	28,350	
112	27,832	*
113	27,760	*
114	27,522	
115	27,496	*
116	27,300	*
117	27,275	
118	27,027	
119	25,530	*
120	25,512	
121	25,482	
122	25,176	
123	23,749	*
124	23,500	
125	23,418	
126	22,920	
127	19,934	
128	18,695	
129	17,000	
AVERAGE	38,028	

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TABLE I (Continued)

STUDENT AFFAIRS OFFICERS:
DIRECTOR OF STUDENT HEALTH CENTER

RANK	SALARY	
1	88,318	
2	87,001	*
3	84,823	*
4	83,098	*
5	80,700	*
6	79,700	*
7	79,242	*
8	78,200	*
9	76,220	*
10	75,732	
11	75,500	*
12	74,872	*
13	74,802	*
14	74,620	*
15	72,610	*
16	71,842	*
17	71,764	*
18	71,450	*
19	71,160	*
20	70,384	*
21	69,220	*
22	68,748	
23	68,678	
24	68,200	*
25	67,961	*
26	67,555	*
27	67,274	*
28	67,200	*
29	67,000	*
30	66,200	*
31	66,150	*
32	66,117	*
33	65,832	*
34	65,544	*
35	65,508	*
36	65,412	
37	64,980	*
38	64,889	*
39	64,150	*
40	63,227	*
41	62,665	*
42	62,330	*
43	62,040	
44	61,668	*
45	61,483	
46	61,060	
47	61,000	*
48	60,300	*
49	60,200	*
50	60,191	*
51	60,151	*
52	60,129	
53	59,758	
54	59,400	*
55	59,400	*
56	59,300	*
57	59,072	*
58	58,900	*
59	58,319	
60	56,878	*
61	56,531	*
62	56,050	*
63	55,864	
64	55,790	
65	55,752	*
66	55,065	*
67	54,750	
68	54,696	*
69	54,498	*
70	54,250	*
71	54,000	*
72	53,436	*
73	53,380	*
74	53,105	*
75	52,963	*
76	52,800	*
77	52,337	*
78	52,300	*
79	52,200	
80	51,699	*
81	51,500	
82	51,233	
83	51,124	
84	50,113	
85	49,750	*
86	49,156	
87	48,441	*
88	48,000	
89	47,568	*
90	47,000	*
91	46,375	*
92	45,500	*
93	44,920	
94	43,000	*
95	42,500	*
96	42,372	
97	40,000	*
98	39,900	*
99	39,700	
100	39,670	*
101	39,322	
102	39,100	*
103	37,080	
104	36,651	
105	32,955	*
106	32,200	
107	30,000	
108	28,856	
109	28,520	
110	26,738	*
111	25,688	
112	24,718	
113	24,486	
114	24,024	
115	22,617	
116	21,812	
117	21,138	
118	20,958	*
AVERAGE	55,867	

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TABLE I (Continued)

ADMINISTRATIVE OPERATIONS OFFICERS:
EXECUTIVE VICE PRESIDENT

RANK	SALARY
1	(94,000)
2	(90,000)*
3	(89,000)*
4	84,100 *
5	80,397 *
6	80,000 *
7	78,500 *
8	78,136 *
9	(76,700)
10	76,141 *
11	74,580 *
12	74,079
13	73,500 *
14	73,000
15	72,000 *
16	67,392 *
17	65,525 *
18	65,004
19	(64,083)*
20	(60,870)*
21	59,880 *
22	52,500
23	50,000
24	50,000 *
25	(48,602)
AVERAGE	71,120

ADMINISTRATIVE OPERATIONS OFFICERS:
ADMINISTRATIVE VICE PRESIDENT

RANK	SALARY
1	(83,500)*
2	80,000 *
3	78,000 *
4	(77,103)*
5	76,350 *
6	76,000 *
7	(75,900)
8	(74,880)*
9	73,673 *
10	73,200 *
11	73,100 *
12	73,000 *
13	72,700 *
14	71,500 *
15	70,803 *
16	70,100 *
17	(70,000)*
18	70,000 *
19	70,000 *
20	69,758 *
21	69,649 *
22	69,436
23	68,400 *
24	68,320 *
25	68,000 *
26	68,000 *
27	66,449 *
28	66,100 *
29	(65,675)
30	65,200 *
31	65,000 *
32	64,890
33	64,000
34	63,863 *
35	63,408 *
36	62,736
37	62,276 *
38	62,232
39	62,175 *
40	61,803
41	61,800 *
42	60,489
43	59,500 *
44	57,684
45	56,940
46	55,807
47	55,200
48	53,500
49	52,500 *
50	50,700 *
51	50,000 *
52	48,972 *
53	48,800
54	48,665
55	48,386 *
AVERAGE	65,384

ADMINISTRATIVE OPERATIONS OFFICERS:
VICE PRESIDENT FOR PLANNING
AND BUDGETING

RANK	SALARY
1	74,500 *
2	74,000 *
3	(71,800)*
4	70,000 *
5	69,960 *
6	67,000
7	63,276 *
8	62,700 *
9	62,700 *
10	60,200
11	60,000
12	59,964
13	58,900 *
14	58,350 *
15	57,900 *
16	56,654 *
17	55,658 *
18	55,500 *
19	54,000 *
20	52,648 *
21	50,236
22	(50,000)
23	(44,635)*
AVERAGE	60,460

UNIVERSITY OF ARKANSAS
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RANK-ORDER DISTRIBUTION OF ADMINISTRATIVE SALARIES
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TABLE I (Continued)

ADMINISTRATIVE OPERATIONS OFFICERS: LEGAL COUNSEL

RANK	SALARY	
1	89,000	
2	80,892	*
3	77,000	*
4	70,300	*
5	70,100	*
6	70,000	*
7	63,700	*
8	62,500	
9	62,004	*
10	62,000	
11	61,500	*
12	60,000	*
13	59,903	*
14	59,424	
15	58,680	*
16	58,300	*
17	58,000	*
18	57,500	*
19	56,840	*
20	56,500	*
21	55,125	*
22	54,631	
23	54,400	*
24	53,312	*
25	53,300	*
26	53,000	*
27	52,915	*
28	52,150	*
29	51,000	
30	50,880	*
31	50,850	
32	50,750	
33	49,835	
34	49,050	*
35	48,698	
36	48,500	*
37	47,985	
38	47,525	*
39	47,200	*
40	46,900	*
41	46,453	
42	46,250	*
43	45,803	*
44	45,000	*
45	44,763	*
46	44,000	*
47	43,980	*
48	43,450	
49	43,300	
50	43,250	
51	41,938	*
52	41,872	*
53	40,000	
54	38,563	*
55	38,500	*
56	37,385	*
57	37,000	
58	36,546	
59	36,000	
60	35,775	*
61	33,564	*
62	32,256	*
63	31,673	
64	28,540	*
AVERAGE	51,063	

ADMINISTRATIVE OPERATIONS OFFICERS: ASSISTANT TO THE PRESIDENT

RANK	SALARY	
1	73,070	*
2	70,106	*
3	67,750	*
4	64,236	*
5	63,350	*
6	62,520	*
7	62,400	*
8	60,200	*
9	59,900	*
10	58,900	*
11	57,609	
12	57,600	
13	57,557	*
14	57,400	*
15	56,581	*
16	56,500	*
17	56,210	
18	56,202	
19	56,158	
20	56,004	
21	55,800	*
22	55,800	*
23	55,620	*
24	55,000	*
25	55,000	*
26	55,000	*
27	54,100	*
28	54,000	
29	53,850	
30	53,500	*
31	52,860	*
32	52,500	
33	52,439	*
34	52,000	*
35	52,000	
36	50,500	*
37	50,208	*
38	49,900	
39	49,824	*
40	49,500	*
41	48,960	
42	48,905	
43	48,313	
44	48,264	*
45	48,149	*
46	48,048	
47	47,825	*
48	47,719	
49	47,568	
50	46,900	*
51	46,750	
52	46,640	
53	46,416	
54	46,380	*
55	45,000	
56	44,760	
57	44,508	*
58	44,370	
59	44,200	*
60	44,200	*
61	44,076	*
62	44,000	*
63	44,000	*
64	44,000	*
65	43,308	
66	42,800	*
67	42,167	*
68	42,096	
69	42,000	
70	42,000	*
71	41,500	*
72	41,388	
73	41,200	*
74	41,000	
75	40,800	*
76	40,008	
77	40,000	*
78	39,960	*
79	39,710	
80	39,600	*
81	39,500	
82	38,842	*
83	38,543	*
84	38,125	*
85	35,250	
86	34,700	*
87	34,122	*
88	34,000	*
89	33,858	
90	33,600	
91	32,688	*
92	32,500	*
93	32,136	*
94	32,076	*
95	31,800	*
96	31,638	*
97	31,065	*
98	30,703	
99	(30,400)	*
100	30,172	*

Continued

UNIVERSITY OF ARKANSAS
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Continued

ADMINISTRATIVE OPERATIONS OFFICERS:
ASSISTANT TO THE PRESIDENT

RANK	SALARY
101	29,900 *
102	28,870 *
103	26,920 *
104	(26,848)
105	26,379
106	25,164 *
107	22,000
108	20,508
109	19,532
110	19,011 *
AVERAGE	45,091

ADMINISTRATIVE OPERATIONS OFFICERS:
DIRECTOR OF FACILITIES PLANNING

RANK	SALARY
1	67,000 *
2	66,700 *
3	64,315
4	64,270 *
5	62,800
6	60,491 *
7	58,275 *
8	(57,900)
9	(57,154)*
10	57,000
11	54,500 *
12	53,900 *
13	52,500 *
14	51,336 *
15	51,254 *
16	51,000 *
17	51,000 *
18	(50,670)
19	50,600 *
20	50,400 *
21	50,144 *
22	(50,000)*
23	50,000 *
24	50,000
25	49,300 *
26	49,000 *
27	48,875 *
28	48,603 *
29	48,450
30	48,300 *
31	47,952 *
32	47,240
33	47,000 *
34	46,920 *
35	46,500 *
36	45,900 *
37	45,600 *
38	45,210
39	45,126 *
40	45,000 *
41	44,640 *
42	44,484
43	44,247
44	44,100
45	44,004 *
46	43,788 *
47	43,450
48	43,258 *
49	43,216 *
50	43,000 *
51	42,500 *
52	41,810
53	41,760
54	41,576 *
55	41,500
56	40,992
57	40,693 *
58	40,180 *
59	40,176
60	38,850 *
61	(38,700)*
62	37,944
63	37,440 *
64	37,148 *
65	36,936 *
66	36,773
67	35,964 *
68	35,000 *
69	34,675
70	34,600
71	34,408 *
72	33,924
73	33,881
74	(33,858)
75	33,663
76	33,451
77	33,000
78	32,879 *
79	32,805 *
80	32,243
81	31,142
82	31,137
83	30,000 *
84	29,568
85	29,060 *
86	28,903
AVERAGE	44,366

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TABLE I (Continued)

ADMINISTRATIVE OPERATIONS OFFICERS: DIRECTOR OF PHYSICAL PLANT

RANK	SALARY	
1	71,904	*
2	69,000	*
3	64,750	
4	64,300	*
5	63,656	*
6	63,492	*
7	62,200	*
8	61,771	*
9	61,212	
10	59,880	*
11	59,500	*
12	59,400	*
13	59,000	*
14	58,760	*
15	58,000	*
16	(57,900)	
17	57,501	*
18	57,500	*
19	57,288	*
20	(57,154)	*
21	56,500	*
22	56,400	*
23	56,287	*
24	55,608	*
25	55,600	*
26	55,000	*
27	54,432	
28	53,856	
29	53,400	*
30	52,000	*
31	52,000	*
32	51,148	
33	51,086	*
34	51,000	*
35	50,900	*
36	50,735	*
37	50,693	
38	50,404	*
39	50,056	*
40	50,050	
41	50,000	*
42	50,000	*
43	50,000	*
44	49,960	*
45	49,557	
46	49,380	*
47	49,332	*
48	48,788	*
49	48,624	
50	48,290	
51	48,048	
52	48,000	
53	47,800	
54	47,775	
55	47,600	*
56	47,550	*
57	47,545	*
58	47,500	*
59	47,500	*
60	47,249	*
61	47,076	
62	46,993	
63	46,632	*
64	46,356	*
65	46,125	*
66	46,043	*
67	45,900	
68	45,865	*
69	45,624	*
70	45,620	*
71	45,590	*
72	45,500	
73	45,400	*
74	45,037	*
75	44,884	
76	44,880	
77	44,600	*
78	44,600	*
79	44,400	
80	44,325	
81	44,300	
82	44,221	*
83	44,200	*
84	44,004	*
85	44,000	*
86	44,000	*
87	44,000	
88	43,980	*
89	43,890	
90	43,888	*
91	43,800	
92	43,740	*
93	43,575	
94	43,522	*
95	43,462	
96	43,425	*
97	43,250	*
98	42,727	*
99	42,411	*
100	42,199	
101	42,152	
102	41,830	
103	41,815	
104	41,720	
105	41,700	
106	41,700	
107	40,992	
108	40,989	
109	40,866	
110	39,789	*
111	39,570	*
112	39,530	
113	39,450	*
114	39,000	*
115	39,000	
116	38,114	*
117	38,000	
118	37,794	
119	37,500	
120	37,500	
121	37,045	*
122	36,900	
123	36,648	*
124	36,400	*
125	36,094	*
126	36,000	*
127	35,760	*
128	35,426	
129	35,095	
130	35,050	
131	34,918	*
132	34,710	
133	34,650	
134	33,939	
135	(33,858)	
136	33,708	*
137	33,062	*
138	32,472	
139	29,799	
140	29,496	
141	28,518	
AVERAGE	46,485	

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TABLE I (Continued)

ADMINISTRATIVE OPERATIONS OFFICERS: DIRECTOR OF PUBLIC SAFETY

RANK	SALARY	
1	57,000	*
2	55,600	*
3	55,173	*
4	55,087	*
5	55,000	*
6	52,936	*
7	52,800	*
8	52,667	*
9	50,000	
10	48,908	*
11	48,760	*
12	48,150	*
13	48,108	
14	47,250	*
15	46,532	*
16	46,476	*
17	46,064	*
18	46,000	*
19	45,720	
20	45,500	
21	45,200	*
22	45,000	*
23	44,550	*
24	44,473	*
25	44,350	*
26	43,792	*
27	43,400	*
28	42,900	*
29	42,500	
30	42,500	*
31	42,439	*
32	42,350	
33	41,787	*
34	41,716	*
35	41,616	
36	41,498	*
37	41,040	*
38	40,873	
39	40,872	*
40	40,377	*
41	40,036	
42	40,008	*
43	40,000	*
44	39,840	*
45	39,000	*
46	38,900	
47	38,839	*
48	38,665	*
49	38,500	
50	38,500	*
51	38,422	*
52	38,072	
53	37,750	
54	37,550	*
55	37,500	
56	37,500	*
57	37,319	
58	37,000	*
59	36,924	*
60	36,900	*
61	36,700	*
62	36,401	
63	36,340	*
64	36,336	
65	36,296	*
66	36,225	
67	36,060	*
68	36,011	*
69	35,400	*
70	35,400	
71	35,335	*
72	35,175	
73	34,744	
74	34,524	*
75	34,110	*
76	34,032	
77	33,608	
78	33,404	
79	33,200	*
80	33,100	
81	32,916	
82	32,906	*
83	32,662	
84	32,300	*
85	32,256	
86	32,136	*
87	32,092	
88	31,200	*
89	31,000	
90	30,900	
91	29,997	
92	29,892	
93	29,652	
94	29,575	*
95	29,364	
96	29,196	*
97	28,574	
98	28,444	*
99	28,362	
100	28,357	*
101	28,175	
102	28,000	*
103	27,994	*
104	27,989	*
105	27,038	*
106	27,000	
107	26,112	
108	26,000	
109	25,804	
110	25,482	
111	23,500	
112	23,300	
113	23,160	
114	22,020	
115	21,660	*
AVERAGE	37,579	

PUBLIC RELATIONS AND DEVELOPMENT: VICE PRESIDENT FOR PUBLIC RELATIONS AND/OR INFORMATION

RANK	SALARY	
1	(89,000)	*
2	(79,200)	*
3	(75,100)	
4	71,000	*
5	(70,800)	*
6	70,600	*
7	69,888	*
8	69,649	*
9	68,000	*
10	67,840	*
11	66,834	*
12	64,890	
13	(63,912)	*
14	63,250	*
15	62,700	*
16	62,600	*
17	62,200	*
18	61,285	*
19	60,797	
20	60,000	*
21	60,000	*
22	57,336	
23	54,100	*
24	53,600	
25	53,000	
26	50,800	*
27	(49,500)	
28	34,500	
AVERAGE	63,299	

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TABLE I (Continued)

PUBLIC RELATIONS AND DEVELOPMENT:
DIRECTOR OF PUBLIC RELATIONS AND/OR INFORMATION

RANK	SALARY
1	59,200 *
2	59,040 *
3	59,000 *
4	59,000 *
5	57,400 *
6	56,059 *
7	55,000 *
8	52,390 *
9	52,228 *
10	51,417 *
11	50,936 *
12	50,144
13	(50,004)
14	49,900
15	49,128
16	48,852 *
17	48,200 *
18	47,664 *
19	47,640 *
20	47,500 *
21	47,500
22	45,750 *
23	45,192
24	45,000
25	44,500 *
26	44,000
27	44,000
28	43,548 *
29	42,800 *
30	42,660 *
31	42,230 *
32	42,100 *
33	42,072
34	42,018 *
35	42,000
36	41,460
37	41,089 *
38	41,000 *
39	40,433
40	40,414
41	40,000 *
42	39,998 *
43	39,963
44	39,779
45	39,564 *
46	39,000 *
47	38,760
48	38,244 *
49	37,777 *
50	37,700 *
51	37,502
52	36,950
53	36,909 *
54	36,750 *
55	36,254 *
56	36,250
57	36,000
58	35,761
59	35,733
60	35,670 *
61	35,640 *
62	35,348
63	35,200 *
64	(35,000)
65	34,835 *
66	34,747
67	34,415
68	33,912
69	33,847
70	33,500 *
71	32,742
72	32,626
73	32,100 *
74	32,004 *
75	31,500
76	31,270
77	30,805
78	30,720
79	30,594
80	30,563
81	30,000
82	29,784 *
83	29,664
84	29,100 *
85	28,205 *
86	27,808 *
87	27,000
88	26,926
89	26,500
90	26,000 *
91	25,734
92	22,729
93	22,184
AVERAGE	39,549

PUBLIC RELATIONS AND DEVELOPMENT:
VICE PRESIDENT FOR UNIVERSITY RELATIONS

RANK	SALARY
1	(99,750)
2	(75,100)
3	73,830 *
4	(70,800)*
5	69,654 *
6	69,648 *
7	69,600
8	68,209 *
9	67,204 *
10	(67,199)*
11	66,550 *
12	65,900 *
13	65,400 *
14	64,873 *
15	(63,912)*
16	62,000
17	61,800 *
18	61,338
19	61,000 *
20	60,000
21	59,800 *
22	59,700 *
23	59,600 *
24	58,577
25	58,000
26	57,068
27	56,000
28	55,600 *
29	54,750
30	54,600 *
31	53,250 *
32	52,474
33	51,500
34	51,400 *
35	51,300 *
36	50,575
37	50,000
38	49,455
AVERAGE	61,774

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TABLE I (Continued)

PUBLIC RELATIONS AND DEVELOPMENT: DIRECTOR OF UNIVERSITY RELATIONS

RANK	SALARY
1	65,940 *
2	58,500 *
3	55,000
4	54,915 *
5	54,500 *
6	54,050
7	52,800 *
8	51,900 *
9	50,238 *
10	50,000 *
11	50,000 *
12	49,200 *
13	49,000 *
14	48,206 *
15	(47,200)
16	45,990 *
17	45,740 *
18	45,500 *
19	45,479
20	45,320 *
21	45,290
22	44,553 *
23	43,794 *
24	43,298
25	40,400 *
26	40,320 *
27	39,520 *
28	39,192
29	38,966 *
30	38,500
31	38,415 *
32	37,589
33	37,500
34	37,200
35	37,000 *
36	34,000 *
37	25,050
38	24,069 *
39	23,000 *
AVERAGE	44,285

PUBLIC RELATIONS AND DEVELOPMENT: VICE PRESIDENT FOR DEVELOPMENT

RANK	SALARY
1	126,552 *
2	(99,750)
3	(79,200)*
4	79,056 *
5	76,600 *
6	76,116 *
7	76,000 *
8	74,700 *
9	74,000 *
10	72,300 *
11	71,566
12	(70,800)*
13	70,000 *
14	69,649 *
15	68,500 *
16	67,200 *
17	(67,199)*
18	66,550 *
19	65,880
20	65,000 *
21	(63,912)*
22	62,720 *
23	60,253 *
24	57,828
25	57,000
26	56,100 *
27	55,100 *
28	53,000
29	52,022 *
30	52,000 *
31	51,500
32	50,900
33	50,050 *
34	50,000 *
35	(49,500)
36	(48,468)
37	48,000 *
38	46,224 *
39	46,041
40	42,332 *
41	39,189 *
42	(34,012)
AVERAGE	62,923

PUBLIC RELATIONS AND DEVELOPMENT: DIRECTOR OF DEVELOPMENT

RANK	SALARY
1	72,000 *
2	67,800
3	61,950 *
4	61,200 *
5	60,863 *
6	(60,000)*
7	60,000 *
8	60,000 *
9	59,291 *
10	58,942 *
11	58,000 *
12	57,800 *
13	57,600
14	57,381 *
15	55,438
16	55,050 *
17	55,000
18	53,560
19	52,000 *
20	50,679
21	50,500 *
22	50,250 *
23	50,175 *
24	(50,004)
25	49,750
26	49,572 *
27	(49,428)
28	49,000 *
29	49,000 *
30	48,600 *
31	48,400 *
32	48,200 *
33	47,973 *
34	47,800
35	(47,200)
36	46,327 *
37	46,300 *
38	46,300 *
39	46,267 *
40	46,020 *
41	46,000 *
42	45,940
43	45,578
44	45,509 *
45	45,500 *
46	45,000
47	44,882
48	44,500 *
49	(44,382)*
50	44,310
51	(44,016)
52	(44,000)*
53	43,733
54	(43,700)
55	43,680 *
56	43,250
57	43,008
58	43,000
59	42,616 *
60	42,000 *
61	41,700 *
62	41,600 *
63	41,440
64	40,000
65	40,000
66	39,768
67	39,000 *
68	38,863 *
69	38,811
70	38,500
71	38,300 *
72	(37,500)*
73	37,353 *
74	36,546
75	35,800
76	35,568
77	34,950
78	34,500
79	(34,012)
80	33,509

Continued

TABLE I (Continued)

Continued

PUBLIC RELATIONS AND DEVELOPMENT: DIRECTOR OF DEVELOPMENT

RANK	SALARY
81	32,646 *
82	32,354 *
83	31,930 *
84	31,917 *
85	31,380 *
86	29,850
87	29,673
88	29,023
89	28,300
AVERAGE	45,630

PUBLIC RELATIONS AND DEVELOPMENT: DIRECTOR OF ALUMNI SERVICES

RANK	SALARY
1	77,000 *
2	73,600
3	63,600 *
4	60,249 *
5	(60,000)*
6	60,000 *
7	55,169 *
8	51,802 *
9	50,000 *
10	49,600 *
11	(49,500)
12	49,440 *
13	(49,428)
14	48,400 *
15	48,360 *
16	47,730 *
17	47,664 *
18	47,551 *
19	47,500
20	46,271 *
21	46,200 *
22	46,187 *
23	45,675
24	45,566 *
25	(44,382)*
26	(44,000)*
27	(43,700)
28	43,441 *
29	43,200 *
30	43,000 *
31	42,560
32	42,537
33	42,450
34	42,128
35	41,775 *
36	41,704 *
37	41,300 *
38	41,300 *
39	41,100 *
40	40,956 *
41	40,829 *
42	40,000
43	40,000
44	39,801 *
45	39,785 *
46	39,700 *
47	39,690 *
48	38,998
49	38,500
50	38,349 *
51	37,908 *
52	37,900 *
53	37,597 *
54	(37,500)*
55	36,300
56	36,070 *
57	35,875 *
58	35,450
59	35,000 *
60	34,980 *
61	34,811 *
62	34,500
63	34,400 *
64	34,250
65	34,182 *
66	33,660
67	33,550 *
68	33,500 *
69	33,500
70	33,336 *
71	33,186
72	33,079
73	33,000
74	32,500 *
75	32,450
76	32,404 *
77	32,400 *
78	32,256
79	31,800 *
80	31,649
81	31,580 *
82	31,050 *
83	31,013
84	31,000
85	30,786
86	30,739 *
87	30,368
88	30,036 *
89	30,000 *
90	29,553 *
91	29,400
92	29,151
93	29,150 *
94	29,148
95	28,929
96	28,840 *
97	27,946
98	27,450 *
99	27,145
100	26,829 *
101	25,440
102	25,207
103	24,880
104	24,720
105	24,000
106	22,740
107	21,963
108	20,600 *
109	20,372
110	20,000
111	17,500
AVERAGE	37,912

PUBLIC RELATIONS AND DEVELOPMENT: DIRECTOR OF AGRICULTURAL EXTENSION

RANK	SALARY
1	80,000 *
2	76,500 *
3	75,255 *
4	74,160 *
5	73,951 *
6	72,500 *
7	70,147 *
8	70,000 *
9	69,660 *
10	68,922 *
11	66,587 *
12	66,000 *
13	64,974 *
14	64,602 *
15	64,340 *
16	63,529 *
17	61,500 *
18	60,500 *
19	60,260 *
20	57,939 *
21	56,984 *
22	56,390 *
23	55,940 *
24	55,600 *
25	55,099 *
26	52,779 *
27	47,500 *
28	44,000 *
AVERAGE	63,701

UNIVERSITY OF ARKANSAS
OFFICE OF INSTITUTIONAL RESEARCH
RANK-ORDER DISTRIBUTION OF ADMINISTRATIVE SALARIES
PAID 1984-1985

TABLE I (Continued)

RESEARCH OFFICERS:
VICE PRESIDENT FOR RESEARCH
(CONTRACTS AND GRANTS)

RANK	SALARY	
1	90,875	*
2	88,500	*
3	85,825	*
4	(85,000)	*
5	84,000	
6	82,000	*
7	76,366	*
8	76,350	*
9	76,200	*
10	75,000	*
11	72,052	*
12	71,800	*
13	70,000	*
14	69,648	*
15	68,320	*
16	67,600	*
17	65,567	
18	65,200	*
19	65,000	*
20	64,272	*
21	64,000	*
22	63,000	*
23	62,640	*
24	61,700	*
25	(61,500)	
26	60,746	*
27	60,600	*
28	60,500	*
29	(60,200)	
30	59,500	
31	59,500	*
32	58,043	*
33	55,137	
34	55,000	
35	55,000	*
36	55,000	
37	52,500	*
38	49,400	*
39	44,500	*
AVERAGE	66,616	

RESEARCH OFFICERS:
VICE PRESIDENT FOR RESEARCH
AND GRADUATE DEAN

RANK	SALARY	
1	85,663	*
2	80,500	*
3	(80,000)	*
4	78,875	*
5	77,500	*
6	73,000	*
7	72,000	*
8	70,848	*
9	67,900	*
10	65,000	*
11	64,400	*
12	60,815	*
13	60,000	*
14	54,720	
15	54,404	
16	52,900	
17	51,600	
18	49,400	*
19	47,949	*
20	47,360	
21	46,900	*
AVERAGE	63,892	

RESEARCH OFFICERS:
DIRECTOR OF RESEARCH SERVICES
(CONTRACTS AND GRANTS)

RANK	SALARY	
1	76,050	*
2	75,072	*
3	70,054	*
4	64,000	*
5	63,150	
6	62,700	
7	62,636	
8	62,000	*
9	61,846	*
10	61,028	*
11	60,400	*
12	(60,200)	
13	59,579	
14	59,187	*
15	58,000	
16	57,423	*
17	57,400	*
18	57,314	*
19	57,300	*
20	56,101	*
21	56,000	*
22	55,901	*
23	55,000	*
24	54,975	*
25	54,205	*
26	53,604	
27	53,000	
28	51,700	*
29	50,750	
30	50,500	
31	50,442	
32	50,320	*
33	49,599	*
34	49,540	*
35	49,377	*
36	49,334	
37	49,050	*
38	48,813	*
39	48,117	*
40	48,000	
41	48,000	
42	48,000	
43	47,904	
44	47,880	*
45	47,880	
46	47,803	*
47	47,333	*
48	47,286	
49	47,132	
50	47,100	*
51	47,000	
52	46,800	
53	46,435	
54	46,055	*
55	45,000	*
56	44,700	*
57	44,484	
58	44,228	*
59	44,200	*
60	(44,016)	
61	44,016	*
62	43,917	
63	43,400	*
64	43,090	
65	42,502	
66	42,500	*
67	42,435	
68	41,460	*
69	40,824	
70	39,398	*
71	38,034	
72	38,000	*
73	38,000	
74	37,800	
75	37,524	*
76	37,200	
77	37,000	*
78	37,000	*
79	36,816	
80	36,732	
81	36,729	*
82	36,400	
83	36,225	
84	36,100	*
85	35,640	*
86	35,246	*
87	35,075	*
88	34,100	
89	32,652	*
90	32,017	*
91	31,390	
92	29,736	*
93	28,000	*
94	27,900	*
95	27,780	*
96	27,000	
97	26,234	*
98	23,600	
99	20,896	
AVERAGE	46,356	

UNIVERSITY OF ARKANSAS
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TABLE I (Continued)

RESEARCH OFFICERS:
DIRECTOR OF INSTITUTIONAL RESEARCH

RANK	SALARY	
1	69,617	*
2	62,520	*
3	62,000	*
4	(60,720)	
5	(60,200)	
6	60,000	*
7	58,685	
8	56,796	*
9	55,969	*
10	55,708	*
11	54,900	*
12	54,717	
13	53,500	*
14	50,100	*
15	(50,000)	
16	49,850	*
17	48,803	*
18	(48,000)	
19	47,800	*
20	47,500	*
21	47,436	
22	47,286	
23	47,081	*
24	47,000	*
25	46,980	*
26	46,500	
27	46,500	
28	46,304	*
29	46,020	*
30	46,000	*
31	46,000	*
32	45,944	*
33	45,500	
34	45,473	
35	45,264	
36	45,216	*
37	45,000	*
38	44,879	*
39	44,678	*
40	(44,635)	*
41	44,500	*
42	44,500	*
43	44,500	*
44	(44,343)	*
45	44,000	*
46	43,900	*
47	43,740	
48	43,200	*
49	43,053	*
50	42,951	*
51	42,798	*
52	42,720	*
53	42,612	
54	42,450	
55	42,427	*
56	42,068	
57	42,000	*
58	41,600	*
59	41,557	
60	41,335	*
61	41,189	*
62	41,038	*
63	40,000	*
64	40,000	
65	40,000	*
66	39,980	*
67	39,640	*
68	39,500	*
69	39,000	*
70	(38,700)	*
71	38,550	
72	38,468	
73	38,200	
74	37,478	*
75	37,400	*
76	37,365	*
77	37,300	*
78	37,300	
79	37,060	
80	37,000	*
81	37,000	*
82	36,800	*
83	36,660	
84	35,717	
85	35,650	
86	(35,500)	
87	35,280	
88	35,000	*
89	34,900	
90	33,506	*
91	33,482	
92	33,400	
93	33,163	
94	32,872	
95	32,088	
96	31,101	*
97	31,091	
98	31,086	
99	30,900	
100	30,720	*
101	30,153	*
102	29,653	
103	29,532	*
104	28,600	
105	28,330	
106	26,052	*
107	25,548	
108	24,300	
109	23,600	
110	23,000	
AVERAGE	41,884	

UNIVERSITY OF ARKANSAS
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RANK-ORDER DISTRIBUTION OF ADMINISTRATIVE SALARIES
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TABLE I (Continued)

DEANS (DIRECTORS):
AGRICULTURE

RANK	SALARY	
1	90,000	*
2	89,918	*
3	86,640	*
4	81,332	*
5	80,500	*
6	80,341	*
7	80,000	*
8	79,200	*
9	77,200	*
10	75,275	*
11	74,700	*
12	74,200	*
13	73,236	*
14	72,800	*
15	71,623	*
16	71,000	*
17	70,680	*
18	70,600	*
19	70,600	*
20	69,600	*
21	68,250	*
22	67,938	*
23	67,920	*
24	67,840	*
25	66,636	*
26	66,500	*
27	66,000	*
28	65,096	*
29	64,974	*
30	62,931	*
31	62,750	*
32	62,700	*
33	61,800	
34	61,344	*
35	61,200	*
36	59,750	*
37	59,509	*
38	58,836	*
39	58,810	*
40	(58,500)	*
41	57,700	*
42	57,600	*
43	57,600	*
44	55,785	*
45	55,608	
46	54,594	*
47	52,476	*
48	50,128	
49	50,065	*
50	47,209	*
51	38,784	
AVERAGE	66,398	

DEANS (DIRECTORS):
ARCHITECTURE/ENVIRONMENTAL DESIGN

RANK	SALARY	
1	75,000	*
2	72,120	*
3	71,500	*
4	71,300	*
5	(70,000)	*
6	69,500	*
7	69,000	*
8	69,000	*
9	68,000	*
10	67,020	*
11	65,564	*
12	65,508	*
13	65,000	*
14	65,000	*
15	64,800	*
16	63,603	*
17	63,372	*
18	62,193	*
19	61,950	*
20	60,900	*
21	60,200	*
22	60,000	*
23	58,647	*
24	58,550	*
25	58,000	*
26	57,771	*
27	57,264	*
28	57,200	*
29	56,448	*
30	56,100	
31	55,750	*
32	55,000	
33	54,000	*
34	53,448	*
35	53,040	*
36	50,100	*
37	50,003	*
38	49,400	*
39	48,500	*
40	43,450	
AVERAGE	60,830	

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TABLE I (Continued)

DEANS (DIRECTORS):
ARTS AND SCIENCES

RANK	SALARY	
1	92,753	
2	85,000	*
3	(84,300)	*
4	82,000	*
5	81,500	*
6	81,400	*
7	81,048	*
8	80,000	*
9	(80,000)	*
10	79,600	*
11	78,600	
12	76,657	*
13	74,000	*
14	72,000	
15	72,000	
16	71,900	*
17	71,800	*
18	71,300	*
19	71,200	*
20	70,762	
21	70,600	*
22	70,452	*
23	70,200	*
24	69,700	*
25	69,000	*
26	68,625	*
27	68,147	*
28	68,000	*
29	67,250	*
30	67,020	*
31	66,674	
32	66,542	*
33	66,414	
34	66,094	
35	65,800	*
36	65,000	
37	65,000	*
38	64,980	*
39	64,900	*
40	64,200	*
41	63,500	*
42	63,500	*
43	62,900	
44	62,760	*
45	62,520	
46	62,427	*
47	62,400	*
48	62,230	*
49	62,109	
50	62,000	
51	62,000	*
52	61,600	*
53	61,441	*
54	61,400	
55	61,284	*
56	61,270	*
57	60,300	*
58	60,200	
59	60,000	
60	60,000	*
61	60,000	
62	60,000	
63	59,579	*
64	58,836	*
65	58,810	*
66	58,638	
67	58,500	
68	58,500	
69	58,000	
70	58,000	*
71	57,800	
72	56,707	
73	56,700	
74	56,304	
75	56,125	
76	56,014	*
77	55,879	*
78	55,778	*
79	55,608	
80	55,590	
81	55,386	*
82	55,350	
83	55,080	*
84	55,000	*
85	55,000	*
86	54,181	*
87	54,000	
88	53,921	
89	53,520	*
90	53,004	
91	52,530	*
92	52,368	*
93	52,300	
94	52,056	
95	51,838	
96	51,750	*
97	51,675	*
98	50,742	*
99	50,363	
100	50,000	
101	49,500	
102	49,100	
103	49,000	*
104	48,355	*
105	48,006	
106	46,107	*
107	46,035	
108	43,089	
109	40,911	
AVERAGE	62,108	

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TABLE I (Continued)

DEANS (DIRECTORS):
BUSINESS/INDUSTRIAL MANAGEMENT

RANK	SALARY	
1	97,525	
2	97,416	
3	87,000	*
4	83,200	*
5	81,370	*
6	81,100	*
7	80,219	*
8	80,040	*
9	80,004	*
10	79,667	*
11	78,312	*
12	78,100	*
13	78,000	
14	78,000	*
15	77,700	*
16	77,500	*
17	77,500	
18	76,849	*
19	75,275	*
20	75,200	*
21	75,200	*
22	75,000	*
23	75,000	*
24	74,640	*
25	74,425	*
26	74,124	*
27	73,610	*
28	73,600	*
29	73,500	*
30	73,300	*
31	72,564	*
32	72,500	*
33	72,030	*
34	71,800	*
35	71,639	*
36	71,467	
37	71,000	*
38	70,925	*
39	70,000	
40	69,500	*
41	68,525	*
42	68,255	*
43	68,050	*
44	67,770	
45	67,600	*
46	67,500	*
47	67,000	*
48	66,725	*
49	66,500	*
50	66,500	
51	66,414	
52	66,116	
53	66,000	*
54	65,688	*
55	65,575	
56	65,097	
57	64,700	
58	64,640	*
59	64,400	
60	64,000	*
61	63,950	
62	63,888	*
63	63,800	
64	63,800	*
65	63,719	
66	63,551	
67	63,500	*
68	63,500	*
69	63,000	*
70	62,928	
71	62,732	*
72	62,500	*
73	62,150	*
74	62,000	
75	61,820	*
76	61,800	*
77	61,524	*
78	61,500	
79	61,000	*
80	60,710	
81	60,588	*
82	60,500	
83	60,500	*
84	60,500	
85	60,200	
86	60,008	*
87	60,001	
88	60,000	*
89	60,000	*
90	60,000	
91	59,600	*
92	(59,579)	*
93	59,000	*
94	58,810	*
95	58,772	*
96	58,424	
97	58,320	*
98	58,008	
99	58,000	
100	57,850	*
101	57,057	
102	56,682	
103	56,304	
104	56,125	
105	56,104	*
106	56,026	
107	56,017	
108	56,000	*
109	55,764	
110	55,608	
111	55,479	
112	55,437	
113	55,236	
114	55,200	*
115	55,008	
116	55,000	
117	54,950	
118	54,900	*
119	54,324	
120	54,000	
121	53,000	
122	52,440	
123	52,000	
124	51,725	*
125	51,603	
126	51,511	*
127	51,367	*
128	50,952	
129	50,843	*
130	50,240	
131	50,000	*
132	49,988	*
133	49,900	*
134	48,500	
135	46,435	
136	46,035	
137	44,000	
138	35,349	
AVERAGE	64,072	

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TABLE I (Continued)

DEANS (DIRECTORS):
CONTINUING EDUCATION (EXTENSION)

RANK	SALARY	
1	(73,100)	*
2	68,266	*
3	68,000	*
4	65,000	*
5	63,600	*
6	63,200	*
7	63,031	*
8	62,796	*
9	62,600	*
10	62,000	*
11	(62,000)	*
12	61,499	
13	60,700	
14	60,255	*
15	59,514	
16	59,500	*
17	59,487	*
18	59,057	
19	58,920	*
20	58,550	
21	58,500	*
22	58,008	
23	57,829	*
24	57,745	*
25	57,704	*
26	57,700	*
27	57,300	*
28	57,200	*
29	57,100	*
30	57,000	*
31	57,000	*
32	56,988	*
33	56,565	*
34	56,125	
35	56,000	
36	56,000	*
37	55,792	
38	55,000	*
39	54,900	
40	54,745	*
41	54,043	*
42	54,000	
43	53,827	*
44	53,700	*
45	53,600	*
46	53,064	*
47	53,040	*
48	53,000	*
49	52,841	
50	52,600	*
51	52,500	*
52	52,299	*
53	52,000	*
54	51,398	
55	51,322	
56	51,200	*
57	50,952	
58	50,580	*
59	50,400	
60	50,400	
61	49,570	*
62	49,524	*
63	49,500	*
64	49,500	
65	49,200	
66	49,000	
67	48,776	
68	48,000	*
69	48,000	
70	47,578	*
71	47,062	*
72	46,956	*
73	46,500	*
74	46,413	*
75	46,035	
76	45,944	
77	45,212	*
78	45,150	*
79	44,424	*
80	44,250	*
81	44,000	*
82	43,680	
83	43,560	
84	42,971	
85	42,590	*
86	42,432	
87	41,820	*
88	41,420	
89	41,319	
90	41,300	
91	40,506	
92	40,343	*
93	40,300	*
94	40,158	*
95	39,000	*
96	38,002	
97	(35,000)	
98	34,076	*
99	34,000	
100	33,343	
101	29,618	
AVERAGE	51,575	

DEANS (DIRECTORS):
DENTISTRY

RANK	SALARY	
1	106,755	*
2	100,170	
3	99,000	*
4	98,000	*
5	82,729	*
6	81,048	*
7	80,000	
8	79,570	*
9	78,400	*
10	(76,500)	*
11	75,774	*
12	75,528	*
13	74,460	*
14	67,824	
AVERAGE	83,983	

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TABLE I (Continued)

DEANS (DIRECTORS):
EARTH SCIENCES/NATURAL RESOURCES

RANK	SALARY
1	72,564 *
2	63,500 *
3	62,878
4	62,605 *
5	59,000 *
6	(58,080)*
7	57,695
8	55,016 *
9	55,000
10	52,001
AVERAGE	59,834

DEANS (DIRECTORS):
EDUCATION

RANK	SALARY
1	91,500 *
2	80,340 *
3	78,000 *
4	76,120 *
5	75,649 *
6	75,468 *
7	75,066 *
8	75,000
9	74,500 *
10	73,500 *
11	72,840
12	72,000 *
13	71,400 *
14	(71,040)*
15	70,349 *
16	70,000 *
17	70,000 *
18	70,000 *
19	69,000 *
20	68,640 *
21	68,266 *
22	68,255 *
23	68,000 *
24	67,720
25	67,000 *
26	66,996 *
27	(66,704)
28	66,414
29	66,000 *
30	65,100 *
31	65,000 *
32	64,600
33	64,329 *
34	64,310
35	63,839 *
36	63,800
37	63,736 *
38	63,710 *
39	63,700 *
40	63,205 *
41	63,200 *
42	63,000 *
43	63,000 *
44	63,000
45	62,933 *
46	62,700 *
47	62,400
48	62,250 *
49	62,215 *
50	61,600 *
51	61,500 *
52	61,000 *
53	61,000 *
54	60,754
55	60,700 *
56	60,645 *
57	60,440
58	60,430
59	60,107 *
60	60,000 *
61	60,000
62	59,580 *
63	59,579 *
64	59,500 *
65	59,405
66	59,379
67	59,300
68	59,088 *
69	59,000
70	58,950 *
71	58,810 *
72	58,152 *
73	58,020
74	58,008
75	58,000
76	58,000
77	57,989
78	57,968 *
79	57,750 *
80	57,613
81	57,600 *
82	57,600 *
83	57,500 *
84	57,250 *
85	57,100
86	57,000
87	57,000
88	56,901 *
89	56,682
90	56,304
91	56,125
92	56,014 *
93	55,608
94	55,200 *
95	55,000 *
96	54,828 *
97	53,945
98	53,700 *
99	53,604
100	53,184
101	53,136
102	53,040
103	53,000
104	53,000
105	53,000
106	52,628
107	52,572
108	52,500
109	52,229
110	51,800 *
111	51,800 *
112	51,000
113	50,956 *
114	50,400
115	50,232 *
116	50,000
117	50,000 *
118	49,570 *
119	49,500 *
120	49,067
121	48,800
122	47,765 *
123	46,475 *
124	46,435
125	46,035
126	45,614 *
127	45,390 *
128	44,652
129	43,102 *
130	42,400
131	41,000
AVERAGE	59,873

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TABLE I (Continued)

DEANS (DIRECTORS): ENGINEERING

RANK	SALARY
1	115,000 *
2	93,000 *
3	91,052 *
4	90,000 *
5	90,000
6	88,100 *
7	86,000 *
8	84,261 *
9	84,000 *
10	83,054 *
11	82,500 *
12	82,000 *
13	81,000 *
14	80,040 *
15	80,000 *
16	79,667 *
17	79,608
18	78,900 *
19	78,500 *
20	78,000 *
21	77,700 *
22	77,000 *
23	76,618 *
24	76,366 *
25	75,640 *
26	75,000 *
27	74,904 *
28	74,435 *
29	74,388 *
30	74,100 *
31	73,500
32	73,000 *
33	72,564 *
34	72,500 *
35	72,041 *
36	72,000
37	71,750
38	71,627 *
39	71,379 *
40	71,020 *
41	71,000
42	70,200 *
43	70,000
44	(70,000)*
45	70,000 *
46	69,000 *
47	68,900
48	68,300 *
49	68,257 *
50	68,200 *
51	68,000 *
52	67,980
53	67,945 *
54	67,838 *
55	67,500 *
56	67,503 *
57	67,074 *
58	67,000
59	67,000 *
60	66,776 *
61	65,000
62	65,000 *
63	64,720 *
64	64,400 *
65	64,329
66	63,811 *
67	63,800
68	63,000
69	62,607 *
70	62,600
71	62,504 *
72	62,500
73	62,200 *
74	61,825 *
75	61,212
76	61,000 *
77	60,000 *
78	59,920
79	59,417
80	59,200
81	59,000
82	58,428 *
83	58,200 *
84	58,100 *
85	57,768 *
86	57,266 *
87	56,994 *
88	56,700
89	56,250 *
90	56,000
91	55,788
92	55,608
93	55,128
94	54,319 *
95	53,076
96	53,000 *
97	52,850 *
98	50,500 *
99	50,000
100	48,800
101	45,064
102	33,808
AVERAGE	68,455

DEANS (DIRECTORS): FINE ARTS

RANK	SALARY
1	(84,300)*
2	76,000 *
3	75,000 *
4	(72,000)
5	71,900 *
6	70,920 *
7	68,388 *
8	67,867 *
9	65,096 *
10	62,427 *
11	62,000 *
12	61,200 *
13	60,898 *
14	60,650 *
15	60,600
16	60,504
17	60,000
18	59,500
19	58,428 *
20	58,000 *
21	58,000 *
22	57,300
23	56,682
24	56,087 *
25	56,000
26	55,908 *
27	55,000
28	54,577 *
29	54,000
30	54,000 *
31	54,000
32	53,709 *
33	53,360
34	53,153
35	51,300 *
36	49,500
37	48,022 *
38	47,500
39	46,632
40	46,488 *
41	46,435
42	46,026 *
43	46,008
44	46,000
45	45,000 *
46	43,146 *
47	38,545 *
AVERAGE	57,193

DEANS (DIRECTORS): FORESTRY

RANK	SALARY
1	71,400 *
2	71,300 *
3	70,835 *
4	65,600 *
5	61,652 *
6	60,200 *
7	59,832 *
8	59,015 *
9	58,222
10	(58,080)*
11	58,000 *
12	56,682
13	55,016 *
14	54,000
15	52,430 *
16	50,651 *
17	42,936 *
AVERAGE	59,168

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TABLE I (Continued)

DEANS (DIRECTORS): GRADUATE

RANK	SALARY
1	85,668 *
2	82,000 *
3	80,324 *
4	78,700 *
5	78,100 *
6	76,500 *
7	(76,000)*
8	73,800 *
9	73,333
10	72,924
11	72,000 *
12	68,000 *
13	67,564 *
14	67,560 *
15	67,178 *
16	66,840
17	66,399 *
18	66,000 *
19	65,220 *
20	(65,000)*
21	64,200
22	64,109 *
23	64,100
24	63,844 *
25	63,700
26	63,180 *
27	63,148 *
28	63,000
29	63,000 *
30	62,640 *
31	61,000 *
32	60,999 *
33	60,936 *
34	60,800 *
35	60,600 *
36	60,500 *
37	60,277
38	60,252 *
39	60,071 *
40	60,000
41	59,600 *
42	59,500 *
43	59,440 *
44	59,434 *
45	59,000 *
46	59,000 *
47	59,000 *
48	58,875 *
49	58,700
50	58,500 *
51	57,996
52	57,200 *
53	57,200 *
54	56,880
55	56,194
56	56,135 *
57	56,125
58	56,000 *
59	55,608
60	55,440
61	55,296
62	55,200 *
63	55,000 *
64	55,000
65	55,000
66	54,864
67	54,707
68	54,700 *
69	54,668 *
70	54,400
71	54,317
72	54,210 *
73	53,900 *
74	53,797
75	53,250 *
76	53,019 *
77	52,900
78	52,807
79	52,730
80	52,621
81	52,619 *
82	52,200
83	52,000 *
84	51,724
85	51,400
86	51,218
87	50,952
88	50,844
89	50,740
90	50,700 *
91	50,508
92	50,150 *
93	50,000 *
94	49,800
95	49,500 *
96	49,192
97	49,069
98	49,008
99	47,286
100	47,067
101	46,435
102	45,787
103	45,579
104	45,011
105	45,000 *
106	44,654 *
107	42,700 *
108	40,911
AVERAGE	58,238

DEANS (DIRECTORS): HEALTH/PHYS EDUCATION/RECREATION

RANK	SALARY
1	(71,040)*
2	69,500 *
3	63,500 *
4	63,000 *
5	62,305 *
6	60,962
7	60,765 *
8	60,204 *
9	59,220 *
10	58,636 *
11	58,292 *
12	56,834 *
13	54,330 *
14	53,604
15	53,520 *
16	53,040 *
17	52,750 *
18	52,468 *
19	51,500 *
20	51,000 *
21	50,952
22	50,592
23	50,270 *
24	49,000
25	48,840
26	48,800
27	48,600
28	44,427
29	42,018 *
30	40,000
31	36,678
32	28,100
33	24,288
AVERAGE	52,395

DEANS (DIRECTORS): HEALTH PROFESSIONS

RANK	SALARY
1	96,800 *
2	80,031 *
3	79,920 *
4	79,632 *
5	77,926 *
6	77,800
7	68,500 *
8	66,112 *
9	(65,000)
10	62,934 *
11	62,400
12	62,100 *
13	60,400 *
14	60,012 *
15	60,000 *
16	57,169
17	56,545
18	55,620 *
19	50,300
20	46,010
AVERAGE	66,261

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DEANS (DIRECTORS): HOME ECONOMICS

RANK	SALARY	
1	75,100	*
2	70,455	
3	69,878	*
4	69,500	*
5	67,608	*
6	67,500	*
7	67,000	*
8	66,000	*
9	65,438	*
10	64,970	*
11	63,600	*
12	62,230	*
13	60,500	*
14	59,500	*
15	58,000	*
16	58,000	
17	58,000	*
18	57,700	*
19	57,500	*
20	57,250	*
21	56,475	*
22	55,000	
23	54,500	*
24	50,750	*
25	50,696	*
26	48,550	
27	48,000	*
28	46,435	
29	45,870	
30	45,563	*
31	43,782	*
32	43,086	*
33	34,000	
34	29,772	
AVERAGE	56,712	

DEANS (DIRECTORS): HUMANITIES

RANK	SALARY	
1	(84,300)	*
2	76,400	*
3	(75,701)	*
4	74,286	*
5	(72,000)	
6	70,000	*
7	66,000	*
8	65,163	*
9	(64,169)	*
10	63,000	
11	62,000	*
12	61,000	
13	60,000	*
14	59,900	*
15	57,412	
16	57,000	
17	56,338	*
18	55,800	*
19	53,000	*
20	50,000	*
21	46,435	
22	44,544	
23	41,800	*
AVERAGE	61,576	

DEANS (DIRECTORS): JOURNALISM/COMMUNICATIONS

RANK	SALARY	
1	75,000	*
2	70,000	*
3	69,550	*
4	69,291	*
5	67,000	*
6	65,728	*
7	65,069	*
8	65,004	*
9	65,000	*
10	64,950	*
11	63,554	*
12	63,000	*
13	62,300	*
14	58,300	*
15	58,000	
16	57,000	*
17	56,500	*
18	55,608	*
19	53,880	*
20	53,325	*
21	52,491	*
22	52,104	*
23	50,400	
24	48,960	*
25	47,055	*
26	42,250	*
27	37,500	*
AVERAGE	58,845	

DEANS (DIRECTORS): LAW

RANK	SALARY	
1	112,011	
2	100,900	*
3	96,800	*
4	94,000	
5	92,000	*
6	90,000	
7	88,164	*
8	88,000	*
9	87,800	*
10	87,500	*
11	87,455	*
12	87,000	*
13	86,800	*
14	85,600	*
15	85,000	*
16	83,500	*
17	83,400	*
18	82,700	
19	81,500	*
20	81,300	*
21	80,340	*
22	80,040	*
23	80,000	*
24	79,906	
25	79,667	*
26	78,000	*
27	78,000	
28	77,850	*
29	77,424	
30	77,000	*
31	77,000	*
32	75,730	
33	75,701	*
34	75,504	*
35	75,264	*
36	75,000	*
37	74,664	*
38	74,200	*
39	73,909	
40	73,050	*
41	72,500	*
42	71,294	
43	71,073	*
44	71,050	*
45	70,000	*
46	70,000	*
47	68,400	*
48	66,676	*
49	65,000	
50	64,250	
51	64,000	*
52	63,500	*
53	63,003	*
54	62,223	*
55	62,160	*
56	59,116	*
57	54,511	*
AVERAGE	77,867	

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TABLE I (Continued)

DEANS (DIRECTORS): LIBERAL ARTS

RANK	SALARY	
1	83,000	*
2	79,200	*
3	79,000	*
4	76,000	*
5	69,825	*
6	64,116	*
7	60,000	*
8	58,008	
9	56,710	*
10	56,682	
11	56,500	*
12	56,168	*
13	55,236	
14	54,000	*
15	52,716	
16	52,000	
17	47,750	
18	44,955	*
AVERAGE	61,215	

DEANS (DIRECTORS): LIBRARY SCIENCE

RANK	SALARY	
1	81,380	
2	73,500	*
3	(66,704)	
4	66,000	*
5	64,102	*
6	63,000	*
7	61,712	
8	60,000	*
9	59,271	*
10	57,516	*
11	55,000	*
12	55,000	*
13	54,092	*
14	54,000	
15	53,520	*
16	51,563	*
17	51,000	
18	50,934	*
19	50,774	
20	50,700	*
21	50,004	
22	48,924	*
23	48,150	*
24	47,310	*
25	46,900	*
26	46,575	*
27	44,574	*
28	41,304	*
AVERAGE	55,482	

DEANS (DIRECTORS): MEDICINE

RANK	SALARY	
1	170,000	*
2	135,000	*
3	134,871	*
4	134,200	*
5	134,158	*
6	128,423	
7	128,069	*
8	126,225	*
9	125,004	*
10	125,000	*
11	113,532	*
12	106,733	*
13	106,000	*
14	104,981	*
15	103,000	
16	102,955	
17	101,127	*
18	99,700	*
19	99,500	*
20	96,768	*
21	96,624	*
22	92,506	*
23	90,900	
24	90,311	*
25	90,000	*
26	90,000	*
27	89,854	
28	89,500	*
29	88,911	*
30	88,000	*
31	87,840	*
32	85,900	*
33	85,000	*
34	81,048	*
35	81,013	*
36	79,000	*
37	75,500	*
38	72,000	*
39	69,612	*
40	66,200	*
41	65,000	*
AVERAGE	100,731	

DEANS (DIRECTORS): MUSIC

RANK	SALARY	
1	68,000	*
2	67,545	
3	66,733	*
4	66,000	
5	64,272	
6	63,575	
7	63,120	*
8	63,073	
9	62,000	
10	59,032	*
11	59,000	*
12	57,782	*
13	57,500	
14	56,490	*
15	50,131	*
16	49,188	*
17	47,800	
18	47,399	
19	45,800	*
20	42,050	
21	38,260	*
22	30,074	
AVERAGE	55,674	

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DEANS (DIRECTORS): NURSING

RANK	SALARY	
1	86,000	
2	79,920	*
3	79,300	*
4	77,199	*
5	76,000	*
6	74,852	*
7	71,000	*
8	70,000	*
9	69,550	*
10	68,744	*
11	68,534	*
12	68,500	*
13	68,167	*
14	67,820	*
15	67,650	
16	67,000	*
17	67,000	
18	66,400	*
19	66,160	*
20	64,200	*
21	63,500	*
22	62,580	*
23	62,200	*
24	62,000	*
25	61,850	*
26	61,847	*
27	61,147	*
28	60,642	*
29	60,168	*
30	59,864	
31	59,050	
32	59,000	*
33	58,200	*
34	58,000	
35	56,992	*
36	56,900	*
37	56,652	*
38	56,500	*
39	56,375	*
40	56,163	*
41	56,000	*
42	55,000	*
43	55,000	
44	54,783	*
45	54,408	*
46	54,000	*
47	53,407	
48	53,370	*
49	53,004	
50	52,639	
51	51,800	*
52	51,272	
53	50,500	*
54	50,000	*
55	49,922	
56	49,811	*
57	49,788	
58	49,056	
59	48,459	*
60	47,250	
61	45,970	
62	40,911	
63	34,840	
AVERAGE	59,918	

DEANS (DIRECTORS): PHARMACY

RANK	SALARY	
1	87,000	*
2	83,291	
3	81,000	*
4	76,694	*
5	75,000	*
6	74,040	*
7	73,874	*
8	73,185	*
9	73,000	*
10	71,448	*
11	71,000	*
12	68,750	*
13	67,830	*
14	67,306	*
15	67,287	
16	66,536	*
17	66,290	*
18	66,000	*
19	66,000	*
20	66,000	*
21	64,700	*
22	64,500	*
23	62,000	*
24	60,988	*
25	60,000	*
26	59,810	*
27	59,800	*
28	59,640	*
29	58,000	*
30	57,553	*
31	56,888	*
32	56,000	*
33	55,421	*
34	55,415	
35	54,784	*
36	51,660	
37	51,250	*
38	50,340	*
39	50,000	
40	48,006	
41	42,927	*
AVERAGE	63,932	

DEANS (DIRECTORS): PUBLIC AFFAIRS

RANK	SALARY	
1	69,149	*
2	68,500	
3	62,000	*
4	61,000	*
5	57,590	*
6	54,200	*
7	51,979	
8	51,800	*
9	35,897	*
AVERAGE	56,902	

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TABLE I (Continued)

DEANS (DIRECTORS):
SCIENCE/TECHNOLOGY

RANK	SALARY	
1	88,000	*
2	84,768	*
3	77,200	*
4	76,850	*
5	76,436	*
6	(74,286)	*
7	73,300	*
8	71,718	*
9	70,000	*
10	69,500	*
11	69,240	*
12	68,480	*
13	68,250	
14	67,700	*
15	(65,000)	
16	63,933	*
17	63,800	*
18	63,200	*
19	61,587	*
20	61,260	*
21	60,361	*
22	59,193	
23	59,000	
24	55,763	
25	55,500	
26	55,236	
27	53,500	*
28	53,096	
29	52,500	
30	52,427	
31	52,300	*
32	52,200	
33	51,250	*
34	50,000	*
35	49,380	
36	48,372	
37	47,360	
38	46,435	
39	46,400	
40	46,035	
AVERAGE	61,520	

DEANS (DIRECTORS):
SOCIAL AND BEHAVIORAL SCIENCES

RANK	SALARY	
1	83,000	*
2	75,900	*
3	(75,701)	*
4	75,516	*
5	73,600	*
6	73,333	
7	69,858	*
8	68,480	*
9	68,255	*
10	68,250	*
11	66,000	*
12	66,000	*
13	64,200	
14	(64,169)	*
15	63,000	
16	62,600	
17	60,000	
18	55,500	*
19	53,604	
20	52,000	
21	46,435	
22	46,380	
AVERAGE	65,081	

DEANS (DIRECTORS):
SOCIAL WORK

RANK	SALARY	
1	85,000	
2	84,000	*
3	72,288	*
4	71,000	*
5	70,500	*
6	70,000	*
7	68,800	*
8	68,255	*
9	66,050	*
10	64,961	*
11	64,200	*
12	63,844	*
13	62,555	*
14	61,000	*
15	60,500	
16	59,500	*
17	59,132	*
18	58,900	*
19	58,000	*
20	57,624	*
21	57,500	
22	56,625	*
23	55,654	*
24	55,650	*
25	55,483	*
26	55,300	*
27	55,200	*
28	55,000	*
29	53,076	
30	52,715	
31	51,708	*
32	50,286	*
33	50,004	
34	40,361	*
35	40,000	
AVERAGE	60,305	

DEANS (DIRECTORS):
UNIVERSITY COLLEGE/
GENERAL COLLEGE

RANK	SALARY	
1	79,248	*
2	70,000	*
3	61,063	*
4	61,000	*
5	60,966	*
6	60,386	
7	58,100	*
8	56,936	*
9	56,760	*
10	56,000	*
11	55,500	*
12	54,260	*
13	54,000	*
14	53,333	
15	52,500	
16	52,500	
17	48,753	*
18	47,500	*
19	45,010	
20	43,500	*
21	40,929	
22	38,163	*
23	33,242	
AVERAGE	53,898	

DEANS (DIRECTORS):
VETERINARY MEDICINE

RANK	SALARY	
1	92,500	*
2	87,000	*
3	82,100	*
4	77,712	*
5	75,500	*
6	74,800	*
7	74,616	*
8	74,500	*
9	73,100	*
10	73,000	*
11	72,000	*
12	69,972	*
13	69,550	*
14	67,500	*
15	67,200	*
16	66,600	*
17	66,576	*
18	65,800	*
19	63,000	*
20	58,496	*
AVERAGE	72,576	

UNIVERSITY OF ARKANSAS
OFFICE OF INSTITUTIONAL RESEARCH
RANK-ORDER DISTRIBUTION OF ADMINISTRATIVE SALARIES
PAID 1984-1985

TABLE II

A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE SALARIES PAID AMONG ONE HUNDRED FIFTY-ONE UNIVERSITIES IN FORTY-SEVEN STATES BY EQUAL EMPLOYMENT OPPORTUNITY REGIONS
-ATLANTA REGION-

The Atlanta Region as defined by the Equal Employment Opportunity Commission includes the states of Alabama, Florida, Georgia, Kentucky, Mississippi, North Carolina, South Carolina, and Tennessee. The twenty-nine participating universities from this region are as follows:

Auburn University
Clemson University
East Tennessee State University
Florida Atlantic University
Florida State University
Georgia Institute of Technology
Georgia State University
Memphis State University
Middle Tennessee State University
Mississippi State University
North Carolina State University at Raleigh
Tennessee Technological University
University of Alabama
University of Alabama in Birmingham
University of Alabama in Huntsville
University of Central Florida
University of Florida
University of Georgia
University of Kentucky
University of Louisville
University of Mississippi
University of North Carolina at Chapel Hill
University of North Carolina at Greensboro
University of North Florida
University of South Alabama
University of South Carolina, Columbia
University of South Florida
University of Southern Mississippi
University of Tennessee - Knoxville

TABLE II (Continued)
—ATLANTA REGION—

PRESIDENT OF A SYSTEM OF MULTI-CAMPUS INSTITUTIONS

RANK	SALARY
1	97,000
2	80,000
3	78,466
4	68,970
AVERAGE	80,609

PRESIDENT OF A SINGLE UNIT INSTITUTION

RANK	SALARY
1	99,900
2	96,000
3	96,000
4	95,600
5	94,100
6	91,685
7	88,281
8	84,000
9	83,673
10	83,672
11	82,000
12	80,100
13	79,879
14	76,466
15	75,920
16	75,752
17	73,200
18	72,145
19	69,800
20	68,970
21	68,970
22	68,000
23	64,600
24	62,000
25	62,000
AVERAGE	79,709

ACADEMIC OFFICERS: ACADEMIC VICE PRESIDENT

RANK	SALARY
1	87,900
2	87,500
3	82,305
4	82,131
5	80,300
6	78,450
7	76,800
8	74,480
9	74,000
10	74,000
11	71,400
12	70,800
13	67,246
14	(66,800)
15	65,520
16	63,000
17	61,900
18	61,500
19	60,938
20	57,000
21	56,000
AVERAGE	71,427

ACADEMIC OFFICERS: PROVOST

RANK	SALARY
1	(94,000)
2	82,900
3	79,000
4	76,470
5	72,000
6	71,550
7	71,500
8	70,000
9	(66,800)
AVERAGE	76,024

ACADEMIC OFFICERS: DIRECTOR OF LIBRARIES

RANK	SALARY
1	80,000
2	65,000
3	63,600
4	61,050
5	61,000
6	59,928
7	58,600
8	57,975
9	57,300
10	55,544
11	55,500
12	54,945
13	54,000
14	52,301
15	49,500
16	49,290
17	48,953
18	48,530
19	48,069
20	48,000
21	46,658
22	46,008
23	45,869
24	45,750
25	41,880
26	40,827
27	37,705
28	32,500
AVERAGE	52,367

ACADEMIC OFFICERS: DIRECTOR OF AFFIRMATIVE ACTION PROGRAM

RANK	SALARY
1	(64,083)
2	61,500
3	51,000
4	48,500
5	(48,480)
6	47,500
7	46,252
8	(46,000)
9	41,800
10	41,090
11	37,820
12	36,960
13	36,869
14	34,000
15	28,080
16	28,038
17	(26,848)
18	25,000
19	23,745
20	23,042
AVERAGE	39,830

UNIVERSITY OF ARKANSAS
OFFICE OF INSTITUTIONAL RESEARCH
RANK-ORDER DISTRIBUTION OF ADMINISTRATIVE SALARIES
PAID 1984-1985

TABLE II (Continued)
—ATLANTA REGION—

ACADEMIC OFFICERS:
DIRECTOR OF COMPUTING SERVICES

RANK	SALARY
1	69,000
2	66,000
3	65,000
4	64,372
5	59,794
6	59,295
7	59,064
8	58,200
9	57,000
10	55,728
11	54,400
12	52,341
13	52,100
14	51,700
15	50,244
16	50,115
17	49,500
18	48,000
19	47,882
20	47,000
21	46,500
22	44,784
23	43,050
24	42,500
25	42,000
26	41,168
27	38,051
28	37,600
29	36,168
AVERAGE	51,330

BUSINESS OR FISCAL OFFICERS:
VICE PRESIDENT FOR BUSINESS

RANK	SALARY
1	80,500
2	79,200
3	78,200
4	76,500
5	76,470
6	74,000
7	70,589
8	70,000
9	69,700
10	68,372
11	67,189
12	(65,675)
13	64,753
14	62,313
15	61,500
16	61,425
17	61,300
18	58,824
19	57,720
20	57,500
21	57,500
22	56,470
23	54,739
AVERAGE	66,541

BUSINESS OR FISCAL OFFICERS:
CONTROLLER

RANK	SALARY
1	64,600
2	61,500
3	60,000
4	60,000
5	56,000
6	56,000
7	54,879
8	51,916
9	48,311
10	47,770
11	47,610
12	47,500
13	47,076
14	45,675
15	44,848
16	44,600
17	43,262
18	40,200
19	38,462
20	38,099
21	37,750
22	37,544
23	35,316
24	34,400
AVERAGE	47,638

BUSINESS OR FISCAL OFFICERS:
TREASURER

RANK	SALARY
1	(76,650)
2	56,000
3	53,300
4	51,500
5	48,077
6	35,373
7	33,720
AVERAGE	50,660

BUSINESS OR FISCAL OFFICERS:
BUSINESS MANAGER

RANK	SALARY
1	(76,650)
2	60,000
3	47,200
4	47,164
5	41,424
6	37,344
7	32,030
8	23,850
AVERAGE	45,708

UNIVERSITY OF ARKANSAS
OFFICE OF INSTITUTIONAL RESEARCH
RANK-ORDER DISTRIBUTION OF ADMINISTRATIVE SALARIES
PAID 1984-1985

TABLE II (Continued)
—ATLANTA REGION—

BUSINESS OR FISCAL OFFICERS:
INTERNAL AUDITOR

RANK	SALARY
1	54,100
2	51,300
3	46,500
4	43,788
5	43,575
6	41,500
7	38,814
8	38,750
9	38,093
10	37,956
11	37,927
12	36,000
13	35,337
14	34,823
15	33,980
16	33,843
17	30,900
18	30,780
19	30,684
20	29,325
21	29,181
22	29,047
23	28,850
24	28,600
25	28,132
26	25,200
AVERAGE	36,038

BUSINESS OR FISCAL OFFICERS:
BUDGET OFFICER

RANK	SALARY
1	59,000
2	55,800
3	53,004
4	50,030
5	49,500
6	48,216
7	44,562
8	43,560
9	42,547
10	41,716
11	40,040
12	39,000
13	38,000
14	36,800
15	36,000
16	35,921
17	35,595
18	35,360
19	34,999
20	33,600
21	33,500
22	33,402
23	32,172
24	26,400
25	25,900
AVERAGE	40,185

BUSINESS OR FISCAL OFFICERS:
DIRECTOR OF PERSONNEL

RANK	SALARY
1	62,600
2	58,012
3	55,000
4	50,030
5	49,000
6	48,132
7	47,573
8	46,906
9	46,300
10	44,928
11	44,187
12	43,818
13	41,297
14	40,900
15	40,392
16	40,284
17	39,795
18	39,000
19	36,000
20	35,767
21	34,600
22	34,536
23	33,344
24	32,916
25	30,100
26	30,060
AVERAGE	42,518

STUDENT AFFAIRS OFFICERS:
VICE PRESIDENT FOR STUDENT AFFAIRS
(SERVICES)

RANK	SALARY
1	76,000
2	68,973
3	68,800
4	67,400
5	66,853
6	65,554
7	63,530
8	61,993
9	61,500
10	60,080
11	60,000
12	57,450
13	57,000
14	56,800
15	56,000
16	56,000
17	55,700
18	55,500
19	55,200
20	54,700
21	51,702
22	51,000
23	51,000
24	45,760
25	41,940
AVERAGE	58,657

STUDENT AFFAIRS OFFICERS:
DEAN OF STUDENT AFFAIRS

RANK	SALARY
1	66,300
2	59,867
3	55,000
4	54,540
5	52,713
6	52,000
7	49,776
8	44,400
9	43,454
10	42,516
11	37,261
12	36,641
13	35,949
14	35,466
15	33,159
AVERAGE	46,603

TABLE II (Continued)
—ATLANTA REGION—

STUDENT AFFAIRS OFFICERS:
DEAN OF INTERNATIONAL STUDENTS

RANK	SALARY
1	45,000
2	42,820
3	28,820
4	27,820
5	27,113
6	25,410
7	23,700
8	22,968
9	22,500
AVERAGE	29,572

STUDENT AFFAIRS OFFICERS:
DIRECTOR OF ADMISSIONS

RANK	SALARY
1	50,034
2	(49,000)
3	47,250
4	46,658
5	43,497
6	40,500
7	40,000
8	39,496
9	38,040
10	37,570
11	37,257
12	37,100
13	36,667
14	36,575
15	36,500
16	35,855
17	(35,748)
18	34,220
19	34,000
20	33,674
21	30,341
22	27,500
23	26,290
24	26,090
25	24,000
26	22,543
AVERAGE	36,400

STUDENT AFFAIRS OFFICERS:
REGISTRAR

RANK	SALARY
1	58,750
2	55,891
3	53,864
4	52,500
5	51,000
6	49,280
7	(49,000)
8	48,958
9	47,350
10	40,314
11	40,000
12	40,000
13	39,000
14	37,500
15	36,925
16	36,152
17	35,612
18	35,000
19	35,000
20	34,075
21	33,867
22	31,713
23	30,616
24	30,613
25	26,244
26	26,100
AVERAGE	40,589

STUDENT AFFAIRS OFFICERS:
DIRECTOR OF FINANCIAL AID

RANK	SALARY
1	43,600
2	42,659
3	41,258
4	41,100
5	40,200
6	39,943
7	39,330
8	39,000
9	38,212
10	37,300
11	36,100
12	35,750
13	35,263
14	35,250
15	34,200
16	34,170
17	33,962
18	33,670
19	33,382
20	32,800
21	32,754
22	31,839
23	29,786
24	29,040
25	29,000
26	28,992
27	27,353
28	23,850
29	20,800
AVERAGE	34,502

STUDENT AFFAIRS OFFICERS:
DIRECTOR OF HOUSING

RANK	SALARY
1	51,258
2	47,116
3	47,015
4	43,644
5	43,500
6	41,407
7	40,900
8	40,874
9	40,560
10	40,000
11	39,300
12	38,210
13	33,000
14	32,100
15	31,000
16	30,876
17	30,406
18	29,779
19	28,760
20	27,300
21	27,027
22	25,530
23	25,176
24	23,749
25	23,418
26	22,920
27	19,934
AVERAGE	34,250

UNIVERSITY OF ARKANSAS
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TABLE II (Continued)
—ATLANTA REGION—

STUDENT AFFAIRS OFFICERS:
DIRECTOR OF STUDENT HEALTH CENTER

RANK	SALARY
1	87,001
2	79,242
3	76,220
4	74,620
5	72,610
6	71,842
7	69,220
8	68,678
9	66,200
10	62,665
11	60,191
12	56,531
13	55,790
14	53,380
15	52,200
16	51,124
17	48,441
18	46,375
19	43,000
20	39,100
21	25,688
22	24,486
23	22,617
AVERAGE	56,836

ADMINISTRATIVE OPERATIONS OFFICERS:
EXECUTIVE VICE PRESIDENT

RANK	SALARY
1	(94,000)
2	80,397
3	78,136
4	72,000
5	65,525
6	65,004
7	(64,083)
AVERAGE	74,164

ADMINISTRATIVE OPERATIONS OFFICERS:
ADMINISTRATIVE VICE PRESIDENT

RANK	SALARY
1	76,350
2	70,803
3	69,436
4	(65,675)
5	65,200
6	61,803
7	61,800
8	60,489
9	55,807
10	48,386
AVERAGE	63,575

ADMINISTRATIVE OPERATIONS OFFICERS:
VICE PRESIDENT FOR PLANNING
AND BUDGETING

RANK	SALARY
1	59,964
2	55,658
3	55,500
4	(44,635)
AVERAGE	53,939

ADMINISTRATIVE OPERATIONS OFFICERS:
LEGAL COUNSEL

RANK	SALARY
1	58,000
2	57,500
3	56,840
4	55,125
5	53,312
6	53,000
7	50,880
8	49,835
9	48,698
10	47,985
11	47,525
12	46,453
13	41,938
14	36,000
AVERAGE	50,221

ADMINISTRATIVE OPERATIONS OFFICERS:
ASSISTANT TO THE PRESIDENT

RANK	SALARY
1	67,750
2	64,236
3	63,350
4	56,581
5	56,158
6	56,004
7	55,800
8	55,000
9	54,000
10	48,313
11	47,825
12	43,308
13	42,000
14	40,000
15	34,122
16	33,600
17	29,900
18	26,920
19	(26,848)
20	20,508
AVERAGE	46,111

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TABLE II (Continued)
—ATLANTA REGION—

ADMINISTRATIVE OPERATIONS OFFICERS:
DIRECTOR OF FACILITIES PLANNING

RANK	SALARY
1	64,270
2	58,275
3	53,900
4	50,000
5	48,603
6	45,000
7	44,484
8	43,788
9	42,500
10	41,810
11	41,760
12	41,576
13	40,693
14	34,675
15	34,408
16	33,881
17	32,879
18	31,142
19	31,137
20	28,903
AVERAGE	42,184

ADMINISTRATIVE OPERATIONS OFFICERS:
DIRECTOR OF PHYSICAL PLANT

RANK	SALARY
1	64,300
2	61,771
3	61,212
4	55,608
5	50,404
6	49,557
7	49,380
8	47,600
9	47,545
10	47,076
11	46,632
12	45,590
13	45,500
14	45,037
15	44,600
16	44,400
17	44,200
18	44,000
19	44,000
20	42,727
21	42,199
22	42,152
23	40,989
24	39,000
25	38,000
26	37,500
27	35,050
28	34,710
AVERAGE	46,098

ADMINISTRATIVE OPERATIONS OFFICERS:
DIRECTOR OF PUBLIC SAFETY

RANK	SALARY
1	55,087
2	47,250
3	44,350
4	42,500
5	41,787
6	41,716
7	40,377
8	40,036
9	37,550
10	37,500
11	36,924
12	36,900
13	36,225
14	34,524
15	33,404
16	32,916
17	32,662
18	32,300
19	31,200
20	29,575
21	28,574
22	28,175
23	27,000
24	23,500
25	23,160
26	22,020
AVERAGE	35,277

PUBLIC RELATIONS AND DEVELOPMENT:
VICE PRESIDENT FOR PUBLIC
RELATIONS AND/OR INFORMATION

RANK	SALARY
1	71,000
2	67,840
3	63,250
4	62,200
5	61,285
6	(49,500)
AVERAGE	62,513

PUBLIC RELATIONS AND DEVELOPMENT:
DIRECTOR OF PUBLIC RELATIONS
AND/OR INFORMATION

RANK	SALARY
1	57,400
2	52,390
3	47,640
4	47,500
5	42,018
6	41,089
7	40,414
8	39,963
9	37,777
10	36,950
11	36,909
12	34,835
13	34,747
14	30,720
15	30,594
16	30,000
17	26,926
AVERAGE	39,287

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RANK-ORDER DISTRIBUTION OF ADMINISTRATIVE SALARIES
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TABLE II (Continued)
—ATLANTA REGION—

PUBLIC RELATIONS AND DEVELOPMENT:
VICE PRESIDENT FOR
UNIVERSITY RELATIONS

RANK	SALARY
1	69,654
2	68,209
3	65,900
4	64,873
5	58,577
6	58,000
7	55,600
8	49,455
AVERAGE	61,284

PUBLIC RELATIONS AND DEVELOPMENT:
DIRECTOR OF UNIVERSITY RELATIONS

RANK	SALARY
1	58,500
2	50,238
3	50,000
4	49,000
5	48,206
6	45,990
7	43,794
8	38,966
9	37,200
10	25,050
AVERAGE	44,694

PUBLIC RELATIONS AND DEVELOPMENT:
VICE PRESIDENT FOR DEVELOPMENT

RANK	SALARY
1	126,552
2	76,600
3	66,550
4	62,720
5	50,900
6	50,050
7	(49,500)
8	48,000
9	46,224
10	(34,012)
AVERAGE	61,111

PUBLIC RELATIONS AND DEVELOPMENT:
DIRECTOR OF DEVELOPMENT

RANK	SALARY
1	60,000
2	(60,000)
3	57,600
4	57,381
5	47,973
6	46,327
7	46,267
8	45,509
9	44,882
10	43,733
11	43,000
12	41,700
13	38,300
14	(34,012)
15	33,509
16	31,380
17	29,673
18	28,300
AVERAGE	43,864

PUBLIC RELATIONS AND DEVELOPMENT:
DIRECTOR OF ALUMNI SERVICES

RANK	SALARY
1	60,249
2	(60,000)
3	60,000
4	55,169
5	51,802
6	(49,500)
7	46,271
8	46,187
9	42,560
10	42,537
11	42,450
12	42,128
13	41,100
14	39,801
15	39,700
16	38,998
17	34,811
18	34,400
19	33,660
20	32,404
21	31,649
22	30,368
23	28,840
24	27,450
25	22,740
26	20,000
27	17,500
AVERAGE	39,714

UNIVERSITY OF ARKANSAS
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TABLE II (Continued)
—ATLANTA REGION—

PUBLIC RELATIONS AND DEVELOPMENT:
DIRECTOR OF AGRICULTURAL EXTENSION

RANK	SALARY
1	76,500
2	73,951
3	72,500
4	64,974
5	64,602
6	61,500
AVERAGE	69,005

RESEARCH OFFICERS:
VICE PRESIDENT FOR RESEARCH (CONTRACTS AND GRANTS)

RANK	SALARY
1	88,500
2	76,350
3	72,052
4	70,000
5	65,567
6	65,000
7	64,000
8	(61,500)
9	60,746
10	60,600
11	60,500
12	55,137
AVERAGE	66,663

RESEARCH OFFICERS:
DIRECTOR OF RESEARCH SERVICES (CONTRACTS AND GRANTS)

RANK	SALARY
1	76,050
2	61,028
3	58,000
4	56,000
5	54,975
6	54,205
7	51,700
8	50,750
9	50,500
10	49,540
11	48,000
12	46,055
13	43,917
14	42,502
15	42,500
16	40,824
17	36,732
18	36,100
19	31,390
AVERAGE	48,988

RESEARCH OFFICERS:
DIRECTOR OF INSTITUTIONAL RESEARCH

RANK	SALARY
1	62,000
2	56,796
3	55,969
4	53,500
5	49,850
6	47,800
7	47,500
8	46,500
9	46,500
10	45,500
11	(44,635)
12	44,500
13	42,450
14	42,000
15	41,335
16	37,365
17	35,650
18	35,280
19	35,000
20	33,400
21	32,872
22	31,086
23	28,330
24	23,600
AVERAGE	42,476

DEANS (DIRECTORS):
AGRICULTURE

RANK	SALARY
1	80,500
2	79,200
3	72,800
4	67,840
5	64,974
6	61,200
7	57,700
8	57,600
9	38,784
AVERAGE	64,511

DEANS (DIRECTORS):
ARCHITECTURE/ENVIRONMENTAL DESIGN

RANK	SALARY
1	71,500
2	69,000
3	65,000
4	60,900
5	58,000
6	57,264
7	55,750
8	54,000
9	53,040
AVERAGE	60,495

DEANS (DIRECTORS):
ARTS AND SCIENCES

RANK	SALARY
1	81,500
2	81,400
3	78,600
4	76,657
5	72,000
6	71,300
7	66,094
8	65,000
9	63,500
10	61,441
11	58,638
12	58,000
13	56,700
14	55,386
15	52,300
16	52,056
17	51,838
18	43,089
AVERAGE	63,639

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RANK-ORDER DISTRIBUTION OF ADMINISTRATIVE SALARIES
PAID 1984-1985

TABLE II (Continued)
—ATLANTA REGION—

DEANS (DIRECTORS): BUSINESS/INDUSTRIAL MANAGEMENT

RANK	SALARY
1	97,525
2	81,100
3	80,219
4	77,700
5	75,000
6	74,640
7	73,610
8	73,300
9	71,000
10	70,000
11	68,525
12	66,725
13	66,116
14	65,575
15	64,700
16	63,719
17	63,000
18	62,500
19	60,710
20	60,588
21	60,200
22	60,001
23	60,000
24	58,008
25	56,017
26	55,764
27	55,008
AVERAGE	67,454

DEANS (DIRECTORS): CONTINUING EDUCATION (EXTENSION)

RANK	SALARY
1	65,000
2	63,600
3	58,500
4	57,100
5	57,000
6	56,565
7	56,000
8	55,792
9	52,500
10	51,200
11	49,500
12	49,000
13	48,776
14	48,000
15	47,578
16	46,413
17	43,680
18	42,971
19	41,820
20	41,420
21	41,319
22	39,000
AVERAGE	50,579

DEANS (DIRECTORS): DENTISTRY

RANK	SALARY
1	106,755
2	99,000
3	82,729
4	75,528
5	74,460
AVERAGE	87,694

DEANS (DIRECTORS): EDUCATION

RANK	SALARY
1	75,000
2	71,400
3	70,000
4	70,000
5	68,640
6	68,000
7	67,720
8	(66,704)
9	64,329
10	63,710
11	63,205
12	63,000
13	63,000
14	60,700
15	60,000
16	59,378
17	58,152
18	58,008
19	57,613
20	55,200
21	53,945
22	53,184
23	52,229
24	50,000
25	49,570
26	45,390
AVERAGE	61,080

DEANS (DIRECTORS): ENGINEERING

RANK	SALARY
1	82,500
2	78,000
3	77,700
4	76,366
5	75,000
6	74,435
7	73,500
8	73,000
9	72,000
10	71,627
11	71,000
12	70,200
13	68,900
14	67,945
15	67,500
16	63,811
17	61,825
18	61,212
19	61,000
20	59,920
21	59,417
22	45,064
AVERAGE	68,724

DEANS (DIRECTORS): FINE ARTS

RANK	SALARY
1	67,867
2	56,087
3	54,000
4	54,000
5	53,153
6	43,146
AVERAGE	54,709

DEANS (DIRECTORS): FORESTRY

RANK	SALARY
1	71,400
2	71,300
3	70,835
4	59,015
5	58,000
AVERAGE	66,110

TABLE II (Continued)
—ATLANTA REGION—

DEANS (DIRECTORS): GRADUATE

RANK	SALARY
1	85,668
2	76,500
3	68,000
4	67,564
5	66,000
6	64,109
7	63,148
8	63,000
9	60,999
10	60,500
11	60,071
12	59,440
13	58,875
14	56,194
15	54,700
16	52,807
17	52,200
18	51,724
19	51,218
20	50,508
21	49,008
AVERAGE	60,583

DEANS (DIRECTORS): HEALTH/PHYS EDUCATION/RECREATION

RANK	SALARY
1	62,305
2	60,962
3	60,765
4	54,330
5	50,592
AVERAGE	57,791

DEANS (DIRECTORS): HEALTH PROFESSIONS

RANK	SALARY
1	96,800
2	77,926
3	77,800
4	62,934
5	50,300
AVERAGE	73,152

DEANS (DIRECTORS): HOME ECONOMICS

RANK	SALARY
1	75,100
2	70,455
3	58,000
4	58,000
5	56,475
6	55,000
7	54,500
8	45,563
9	29,772
AVERAGE	55,874

DEANS (DIRECTORS): HUMANITIES

RANK	SALARY
1	(75,701)
2	70,000
3	63,000
4	62,000
5	61,000
AVERAGE	66,340

DEANS (DIRECTORS): JOURNALISM/COMMUNICATIONS

RANK	SALARY
1	69,291
2	65,000
3	63,554
4	63,000
5	58,000
6	56,500
7	53,325
8	48,960
AVERAGE	59,704

DEANS (DIRECTORS): LAW

RANK	SALARY
1	90,000
2	87,500
3	87,455
4	86,800
5	82,700
6	80,000
7	75,701
8	74,664
9	71,294
10	71,073
11	71,050
12	62,160
AVERAGE	78,366

DEANS (DIRECTORS): LIBERAL ARTS

RANK	SALARY
1	69,825
2	60,000
3	58,008
4	56,710
5	52,000
AVERAGE	59,309

DEANS (DIRECTORS): LIBRARY SCIENCE

RANK	SALARY
1	73,500
2	(66,704)
3	59,271
4	55,000
5	54,000
6	50,004
7	48,150
8	44,574
AVERAGE	56,400

DEANS (DIRECTORS): MEDICINE

RANK	SALARY
1	134,158
2	128,069
3	125,000
4	102,955
5	101,127
6	92,506
7	90,900
8	89,854
9	89,500
AVERAGE	106,008

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TABLE II (Continued)
—ATLANTA REGION—

DEANS (DIRECTORS): MUSIC

RANK	SALARY
1	66,000
2	62,000
3	56,490
AVERAGE	61,497

DEANS (DIRECTORS): NURSING

RANK	SALARY
1	77,198
2	74,852
3	70,000
4	68,167
5	67,650
6	67,000
7	62,580
8	62,200
9	60,168
10	59,864
11	58,000
12	56,900
13	56,375
14	55,000
15	53,004
16	49,056
17	45,970
18	34,840
AVERAGE	59,935

DEANS (DIRECTORS): PHARMACY

RANK	SALARY
1	81,000
2	73,185
3	73,000
4	67,830
5	59,810
6	59,800
7	57,553
AVERAGE	67,454

DEANS (DIRECTORS): PUBLIC AFFAIRS

RANK	SALARY
1	68,500
2	62,000
3	51,979
AVERAGE	60,826

DEANS (DIRECTORS): SCIENCE/TECHNOLOGY

RANK	SALARY
1	76,850
2	(74,286)
3	73,300
4	61,587
5	59,000
6	55,763
7	47,360
AVERAGE	64,021

DEANS (DIRECTORS): SOCIAL AND BEHAVIORAL SCIENCES

RANK	SALARY
1	75,900
2	(75,701)
3	66,000
4	64,200
5	63,000
AVERAGE	68,960

DEANS (DIRECTORS): SOCIAL WORK

RANK	SALARY
1	84,000
2	68,800
3	60,500
4	59,132
5	58,900
6	56,625
7	50,286
8	50,004
AVERAGE	61,031

DEANS (DIRECTORS): VETERINARY MEDICINE

RANK	SALARY
1	82,100
2	74,800
3	74,616
4	67,200
5	65,800
AVERAGE	72,903

UNIVERSITY OF ARKANSAS
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RANK-ORDER DISTRIBUTION OF ADMINISTRATIVE SALARIES
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TABLE II (Continued)

A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE SALARIES PAID AMONG ONE HUNDRED FIFTY-ONE UNIVERSITIES IN FORTY-SEVEN STATES BY EQUAL EMPLOYMENT OPPORTUNITY REGIONS
-CHICAGO REGION-

The Chicago Region as defined by the Equal Employment Opportunity Commission includes the states of Illinois, Indiana, Michigan, Minnesota, Ohio, and Wisconsin. The twenty-seven participating universities from this region are as follows:

Ball State University
Bowling Green State University
Central Michigan University
Cleveland State University
Illinois State University
Indiana State University
Indiana University-Purdue University at Indianapolis
Indiana University-Bloomington
Kent State University
Miami University
Michigan State University
Northern Illinois University
Oakland University
Ohio State University
Ohio University
Southern Illinois University at Carbondale
Southern Illinois University at Edwardsville
University of Akron
University of Cincinnati
University of Illinois at Chicago
University of Illinois at Urbana-Champaign
University of Michigan
University of Toledo
University of Wisconsin at Madison
University of Wisconsin at Milwaukee
Wayne State University
Western Michigan University

TABLE II (Continued)
—CHICAGO REGION—

PRESIDENT OF A SYSTEM OF MULTI-CAMPUS INSTITUTIONS

RANK	SALARY
1	100,760
2	95,000
3	90,945
4	86,000
5	86,000
6	84,000
7	82,900
8	77,500
AVERAGE	87,888

PRESIDENT OF A SINGLE UNIT INSTITUTION

RANK	SALARY
1	98,100
2	96,500
3	95,000
4	93,000
5	90,300
6	87,000
7	87,000
8	83,000
9	82,000
10	80,000
11	78,000
12	77,160
13	76,296
14	76,000
15	75,425
16	75,000
17	72,000
18	70,920
AVERAGE	82,928

ACADEMIC OFFICERS:
ACADEMIC VICE PRESIDENT

RANK	SALARY
1	95,000
2	(90,360)
3	87,500
4	(87,000)
5	80,000
6	76,380
7	74,900
8	73,700
9	69,300
10	69,084
11	(69,012)
12	69,000
13	68,952
14	67,179
15	66,875
16	65,000
17	58,000
18	57,660
AVERAGE	73,606

ACADEMIC OFFICERS:
PROVOST

RANK	SALARY
1	(90,360)
2	(87,000)
3	77,100
4	76,900
5	73,600
6	70,000
7	(69,012)
8	68,995
9	67,000
10	66,000
11	63,000
AVERAGE	73,542

ACADEMIC OFFICERS:
DIRECTOR OF LIBRARIES

RANK	SALARY
1	81,380
2	74,500
3	71,000
4	70,000
5	67,003
6	65,040
7	65,000
8	60,000
9	58,915
10	58,500
11	58,332
12	58,000
13	57,000
14	56,900
15	56,750
16	54,816
17	52,800
18	52,000
19	50,774
20	50,064
21	49,647
22	48,126
23	47,830
24	47,700
25	45,208
26	43,500
AVERAGE	57,723

ACADEMIC OFFICERS:
DIRECTOR OF AFFIRMATIVE ACTION PROGRAM

RANK	SALARY
1	61,820
2	52,240
3	46,866
4	43,440
5	43,437
6	42,500
7	42,000
8	40,500
9	40,440
10	39,600
11	39,500
12	38,300
13	35,768
14	35,280
15	35,000
16	34,775
17	34,615
18	31,425
19	30,200
20	29,767
21	29,629
22	25,800
23	23,388
AVERAGE	38,100

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TABLE II (Continued)
—CHICAGO REGION—

ACADEMIC OFFICERS:
DIRECTOR OF COMPUTING SERVICES

RANK	SALARY
1	84,792
2	66,000
3	64,000
4	62,750
5	59,880
6	59,500
7	59,229
8	59,064
9	57,600
10	56,871
11	56,150
12	53,500
13	53,286
14	52,100
15	52,000
16	51,348
17	50,004
18	49,500
19	49,000
20	48,880
21	48,651
22	48,384
23	48,200
24	47,859
25	46,200
26	44,550
27	42,500
AVERAGE	54,511

BUSINESS OR FISCAL OFFICERS:
VICE PRESIDENT FOR BUSINESS

RANK	SALARY
1	94,000
2	(77,000)
3	(74,880)
4	74,000
5	71,300
6	70,100
7	68,750
8	66,456
9	65,685
10	65,350
11	65,270
12	64,550
13	62,697
14	62,529
15	(60,870)
16	(60,720)
17	59,300
18	57,300
19	55,650
20	52,460
AVERAGE	66,443

BUSINESS OR FISCAL OFFICERS:
CONTROLLER

RANK	SALARY
1	72,600
2	57,600
3	57,300
4	54,432
5	51,442
6	51,250
7	(50,600)
8	49,800
9	49,080
10	49,000
11	47,400
12	46,100
13	45,932
14	41,682
15	41,676
16	41,565
17	40,872
18	40,137
19	38,979
20	38,000
21	36,500
AVERAGE	47,712

BUSINESS OR FISCAL OFFICERS:
TREASURER

RANK	SALARY
1	(77,000)
2	(71,800)
3	57,300
4	52,779
5	51,850
6	44,760
7	32,003
AVERAGE	55,356

BUSINESS OR FISCAL OFFICERS:
BUSINESS MANAGER

RANK	SALARY
1	63,000
2	60,503
3	52,600
4	52,000
5	(50,600)
6	42,823
7	38,664
8	34,355
AVERAGE	49,318

BUSINESS OR FISCAL OFFICERS:
INTERNAL AUDITOR

RANK	SALARY
1	51,500
2	51,000
3	45,050
4	40,500
5	40,000
6	38,940
7	36,800
8	36,400
9	35,640
10	35,530
11	35,460
12	35,350
13	34,650
14	33,528
15	33,216
16	32,537
17	30,600
18	29,370
19	28,908
AVERAGE	37,104

BUSINESS OR FISCAL OFFICERS:
BUDGET OFFICER

RANK	SALARY
1	74,500
2	57,941
3	57,500
4	54,124
5	51,300
6	(50,600)
7	49,035
8	48,033
9	46,908
10	45,800
11	45,000
12	44,450
13	43,000
14	42,080
15	40,008
16	39,698
17	39,400
18	37,920
19	35,770
AVERAGE	47,530

TABLE II (Continued)
—CHICAGO REGION—

BUSINESS OR FISCAL OFFICERS:
DIRECTOR OF PERSONNEL

RANK	SALARY
1	76,960
2	71,600
3	62,558
4	56,000
5	53,469
6	50,928
7	50,500
8	50,209
9	47,800
10	47,500
11	42,680
12	42,626
13	42,500
14	42,000
15	41,364
16	41,200
17	41,075
18	40,419
19	40,311
20	39,750
21	35,000
22	32,170
23	29,400
AVERAGE	46,868

STUDENT AFFAIRS OFFICERS:
VICE PRESIDENT FOR STUDENT AFFAIRS
(SERVICES)

RANK	SALARY
1	78,000
2	69,200
3	68,000
4	67,500
5	66,550
6	65,800
7	65,685
8	65,085
9	63,850
10	63,600
11	63,000
12	60,144
13	60,000
14	58,000
15	57,529
16	57,527
17	(56,940)
18	55,956
19	(55,080)
20	51,000
21	50,000
AVERAGE	61,831

STUDENT AFFAIRS OFFICERS:
DEAN OF STUDENT AFFAIRS

RANK	SALARY
1	58,850
2	(56,940)
3	53,200
4	51,000
5	50,415
6	49,500
7	48,600
8	(47,069)
9	46,130
10	46,000
11	44,500
12	44,500
13	42,125
14	41,305
15	39,606
16	36,756
17	30,935
AVERAGE	46,319

STUDENT AFFAIRS OFFICERS:
DEAN OF INTERNATIONAL STUDENTS

RANK	SALARY
1	73,443
2	59,580
3	48,746
4	45,000
5	40,287
6	39,000
7	37,355
8	33,700
9	33,240
10	31,800
11	30,398
12	29,285
13	28,350
14	27,851
15	26,820
AVERAGE	38,990

TABLE II (Continued)
—CHICAGO REGION—

STUDENT AFFAIRS OFFICERS:
DIRECTOR OF ADMISSIONS

RANK	SALARY
1	63,000
2	58,322
3	54,667
4	52,500
5	49,800
6	48,550
7	47,500
8	46,900
9	46,746
10	45,468
11	45,379
12	44,880
13	43,000
14	42,827
15	41,500
16	40,970
17	40,505
18	40,250
19	40,000
20	38,796
21	38,265
22	37,000
23	36,432
24	35,125
25	34,837
26	31,007
AVERAGE	44,009

STUDENT AFFAIRS OFFICERS:
REGISTRAR

RANK	SALARY
1	58,926
2	51,500
3	(45,100)
4	44,889
5	44,600
6	44,350
7	44,150
8	44,075
9	43,728
10	43,091
11	40,847
12	40,548
13	39,720
14	38,080
15	37,494
16	37,000
17	36,370
18	35,250
19	34,000
20	33,900
21	28,000
AVERAGE	41,220

STUDENT AFFAIRS OFFICERS:
DIRECTOR OF FINANCIAL AID

RANK	SALARY
1	(55,080)
2	50,932
3	50,666
4	50,060
5	46,200
6	45,483
7	45,238
8	42,462
9	42,000
10	41,200
11	40,465
12	40,435
13	40,348
14	40,335
15	40,008
16	38,748
17	37,260
18	37,000
19	36,380
20	36,144
21	34,725
22	34,667
23	33,145
24	33,000
25	32,483
26	30,000
27	27,066
AVERAGE	40,057

STUDENT AFFAIRS OFFICERS:
DIRECTOR OF HOUSING

RANK	SALARY
1	63,700
2	57,856
3	54,000
4	53,500
5	52,680
6	51,000
7	48,106
8	47,950
9	47,388
10	46,140
11	45,504
12	42,960
13	41,900
14	39,166
15	37,890
16	36,900
17	36,485
18	35,423
19	35,000
20	33,452
21	32,688
22	32,200
AVERAGE	44,177

STUDENT AFFAIRS OFFICERS:
DIRECTOR OF STUDENT
HEALTH CENTER

RANK	SALARY
1	88,315
2	83,098
3	80,700
4	68,200
5	64,980
6	64,150
7	61,668
8	56,050
9	54,750
10	54,250
11	54,000
12	52,337
13	50,113
14	48,000
15	47,568
16	45,500
17	44,920
18	42,372
19	39,322
AVERAGE	57,910

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OFFICE OF INSTITUTIONAL RESEARCH
RANK-ORDER DISTRIBUTION OF ADMINISTRATIVE SALARIES
PAID 1984-1985

TABLE II (Continued)
—CHICAGO REGION—

ADMINISTRATIVE OPERATIONS OFFICERS: EXECUTIVE VICE PRESIDENT

RANK	SALARY
1	74,079
2	(60,870)
3	52,500
AVERAGE	62,483

ADMINISTRATIVE OPERATIONS OFFICERS: ADMINISTRATIVE VICE PRESIDENT

RANK	SALARY
1	(77,100)
2	(74,880)
3	70,000
4	68,000
5	65,000
6	64,000
7	57,684
8	56,940
AVERAGE	66,701

ADMINISTRATIVE OPERATIONS OFFICERS: VICE PRESIDENT FOR PLANNING AND BUDGETING

RANK	SALARY
1	74,500
2	(71,800)
3	69,960
4	67,000
5	58,900
6	52,648
AVERAGE	65,801

ADMINISTRATIVE OPERATIONS OFFICERS: LEGAL COUNSEL

RANK	SALARY
1	89,000
2	70,300
3	63,700
4	62,000
5	59,903
6	59,424
7	54,400
8	50,850
9	50,750
10	48,500
11	46,250
12	45,800
13	43,450
14	41,872
15	40,000
16	37,385
AVERAGE	53,974

ADMINISTRATIVE OPERATIONS OFFICERS: ASSISTANT TO THE PRESIDENT

RANK	SALARY
1	62,520
2	59,900
3	58,900
4	57,600
5	57,400
6	56,202
7	53,850
8	49,900
9	46,900
10	46,750
11	46,416
12	44,760
13	44,200
14	44,000
15	42,000
16	41,388
17	40,800
18	40,008
19	39,600
20	32,500
21	32,076
22	30,703
23	26,379
24	25,164
25	22,000
AVERAGE	44,077

ADMINISTRATIVE OPERATIONS OFFICERS: DIRECTOR OF FACILITIES PLANNING

RANK	SALARY
1	64,315
2	62,800
3	51,000
4	50,000
5	(50,000)
6	49,000
7	48,875
8	48,450
9	47,240
10	45,210
11	44,640
12	43,450
13	43,238
14	37,944
15	35,964
16	34,600
17	33,663
AVERAGE	46,495

ADMINISTRATIVE OPERATIONS OFFICERS: DIRECTOR OF PHYSICAL PLANT

RANK	SALARY
1	64,750
2	62,200
3	59,880
4	59,000
5	57,288
6	56,400
7	55,000
8	54,432
9	53,856
10	51,148
11	50,693
12	50,050
13	50,000
14	50,000
15	48,788
16	48,624
17	48,000
18	47,800
19	47,550
20	47,500
21	45,400
22	44,884
23	44,325
24	43,462
25	41,700
26	35,095
AVERAGE	50,686

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RANK-ORDER DISTRIBUTION OF ADMINISTRATIVE SALARIES
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TABLE II (Continued)
—CHICAGO REGION—

ADMINISTRATIVE OPERATIONS OFFICERS: DIRECTOR OF PUBLIC SAFETY

RANK	SALARY
1	52,800
2	50,000
3	48,760
4	48,150
5	44,473
6	42,500
7	42,350
8	40,873
9	40,008
10	40,000
11	38,900
12	38,839
13	38,665
14	38,072
15	37,319
16	37,000
17	36,336
18	35,400
19	35,175
20	34,744
21	33,100
22	32,256
23	26,000
AVERAGE	39,640

PUBLIC RELATIONS AND DEVELOPMENT: VICE PRESIDENT FOR PUBLIC RELATIONS AND/OR INFORMATION

RANK	SALARY
1	(79,200)
2	62,600
3	60,797
4	57,336
5	54,100
6	53,600
7	53,000
AVERAGE	60,090

PUBLIC RELATIONS AND DEVELOPMENT: DIRECTOR OF PUBLIC RELATIONS AND/OR INFORMATION

RANK	SALARY
1	59,040
2	59,000
3	49,900
4	48,852
5	45,192
6	42,660
7	42,000
8	41,460
9	39,779
10	37,700
11	36,250
12	35,733
13	35,348
14	33,912
15	33,847
16	32,100
17	31,270
18	27,808
AVERAGE	40,658

PUBLIC RELATIONS AND DEVELOPMENT: VICE PRESIDENT FOR UNIVERSITY RELATIONS

RANK	SALARY
1	(99,750)
2	69,600
3	66,550
4	61,800
5	61,000
6	60,000
7	59,700
8	54,750
9	54,600
10	51,300
AVERAGE	63,905

PUBLIC RELATIONS AND DEVELOPMENT: DIRECTOR OF UNIVERSITY RELATIONS

RANK	SALARY
1	45,740
2	45,479
3	45,290
4	37,589
AVERAGE	43,525

PUBLIC RELATIONS AND DEVELOPMENT: VICE PRESIDENT FOR DEVELOPMENT

RANK	SALARY
1	(99,750)
2	(79,200)
3	72,300
4	71,566
5	67,200
6	(48,468)
7	46,041
AVERAGE	69,218

PUBLIC RELATIONS AND DEVELOPMENT: DIRECTOR OF DEVELOPMENT

RANK	SALARY
1	67,800
2	61,950
3	57,800
4	55,438
5	50,679
6	49,750
7	(49,428)
8	47,800
9	44,310
10	43,680
11	43,250
12	43,008
13	41,600
14	38,500
15	32,646
AVERAGE	48,509

PUBLIC RELATIONS AND DEVELOPMENT: DIRECTOR OF ALUMNI SERVICES

RANK	SALARY
1	77,000
2	73,600
3	63,600
4	49,600
5	49,440
6	(49,428)
7	45,566
8	43,200
9	36,300
10	35,450
11	35,000
12	34,250
13	33,550
14	33,500
15	33,186
16	33,079
17	32,450
18	31,000
19	29,151
20	29,148
21	24,720
22	24,000
AVERAGE	40,737

UNIVERSITY OF ARKANSAS
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RANK-ORDER DISTRIBUTION OF ADMINISTRATIVE SALARIES
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TABLE II (Continued)
—CHICAGO REGION—

PUBLIC RELATIONS AND DEVELOPMENT:
DIRECTOR OF AGRICULTURAL EXTENSION

RANK	SALARY
1	75,255
2	74,160
3	70,000
AVERAGE	73,138

RESEARCH OFFICERS:
VICE PRESIDENT FOR RESEARCH AND GRADUATE DEAN

RANK	SALARY
1	(80,000)
2	78,875
3	73,000
4	67,900
5	54,404
6	52,900
AVERAGE	67,847

RESEARCH OFFICERS:
DIRECTOR OF RESEARCH SERVICES (CONTRACTS AND GRANTS)

RANK	SALARY
1	64,000
2	62,636
3	59,187
4	57,314
5	57,300
6	50,320
7	49,599
8	49,050
9	48,000
10	47,904
11	47,880
12	47,000
13	46,800
14	44,484
15	44,228
16	43,090
17	38,034
18	37,800
19	37,200
20	36,816
21	35,640
22	27,900
AVERAGE	46,917

RESEARCH OFFICERS:
DIRECTOR OF INSTITUTIONAL RESEARCH

RANK	SALARY
1	(60,720)
2	54,717
3	46,980
4	46,000
5	45,473
6	43,740
7	42,951
8	42,612
9	42,068
10	41,600
11	41,557
12	39,640
13	38,550
14	37,300
15	37,060
16	32,088
17	30,153
18	24,300
AVERAGE	41,528

DEANS (DIRECTORS):
AGRICULTURE

RANK	SALARY
1	86,640
2	81,332
3	80,000
4	74,700
5	52,476
AVERAGE	75,030

DEANS (DIRECTORS):
ARCHITECTURE/ENVIRONMENTAL DESIGN

RANK	SALARY
1	72,120
2	69,500
3	69,000
4	58,647
5	56,100
AVERAGE	65,073

DEANS (DIRECTORS):
ARTS AND SCIENCES

RANK	SALARY
1	92,753
2	82,000
3	80,000
4	71,200
5	70,762
6	66,674
7	66,542
8	65,000
9	64,200
10	62,900
11	62,760
12	62,520
13	62,427
14	62,000
15	61,400
16	60,200
17	56,707
18	55,778
19	55,350
20	53,004
AVERAGE	65,709

DEANS (DIRECTORS):
BUSINESS/INDUSTRIAL MANAGEMENT

RANK	SALARY
1	97,416
2	80,040
3	78,000
4	78,000
5	76,849
6	75,000
7	73,600
8	71,800
9	70,925
10	69,500
11	67,770
12	67,600
13	65,097
14	64,400
15	63,551
16	62,928
17	62,732
18	62,150
19	62,000
20	61,500
21	58,000
22	55,000
23	54,950
24	54,324
25	52,440
26	51,367
AVERAGE	66,805

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TABLE II (Continued)
—CHICAGO REGION—

DEANS (DIRECTORS):
CONTINUING EDUCATION (EXTENSION)

RANK	SALARY
1	68,266
2	61,499
3	60,700
4	59,514
5	59,500
6	59,057
7	58,920
8	58,550
9	58,009
10	57,704
11	57,300
12	55,000
13	54,900
14	54,043
15	54,000
16	53,827
17	52,841
18	52,600
19	52,000
20	50,400
AVERAGE	56,931

DEANS (DIRECTORS):
DENTISTRY

RANK	SALARY
1	100,170
2	80,000
3	67,824
AVERAGE	82,665

DEANS (DIRECTORS):
EARTH SCIENCES/NATURAL RESOURCES

RANK	SALARY
1	63,500
2	62,879
3	(58,080)
AVERAGE	61,486

DEANS (DIRECTORS):
EDUCATION

RANK	SALARY
1	91,500
2	74,500
3	(71,040)
4	68,266
5	67,000
6	65,000
7	64,310
8	63,800
9	63,700
10	63,000
11	62,400
12	60,754
13	60,440
14	60,430
15	60,107
16	59,580
17	59,088
18	58,020
19	58,000
20	57,600
21	57,100
22	56,901
23	53,136
24	53,040
25	53,000
26	50,400
AVERAGE	62,004

DEANS (DIRECTORS):
ENGINEERING

RANK	SALARY
1	90,000
2	84,000
3	80,040
4	78,500
5	77,000
6	74,904
7	71,750
8	69,000
9	68,200
10	67,000
11	66,776
12	65,000
13	64,720
14	64,329
15	62,607
16	62,500
AVERAGE	71,645

DEANS (DIRECTORS):
FINE ARTS

RANK	SALARY
1	70,920
2	62,427
3	61,200
4	60,600
5	60,504
6	59,500
7	58,000
8	55,000
9	53,360
10	46,008
11	46,000
AVERAGE	57,593

DEANS (DIRECTORS):
GRADUATE

RANK	SALARY
1	78,700
2	67,560
3	66,840
4	65,220
5	64,200
6	63,700
7	63,000
8	59,434
9	57,996
10	55,440
11	55,296
12	55,200
13	54,864
14	54,210
15	53,900
16	53,797
17	52,900
18	51,400
19	42,700
AVERAGE	58,756

DEANS (DIRECTORS):
HEALTH/PHYS EDUCATION/RECREATION

RANK	SALARY
1	(71,040)
2	69,500
3	63,500
4	60,204
5	53,520
6	51,500
7	48,840
8	44,427
9	40,000
AVERAGE	55,837

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TABLE II (Continued)
—CHICAGO REGION—

DEANS (DIRECTORS):
HEALTH PROFESSIONS

RANK	SALARY
1	68,500
2	62,100
3	56,545
AVERAGE	62,382

DEANS (DIRECTORS):
HOME ECONOMICS

RANK	SALARY
1	69,878
2	67,000
3	66,000
AVERAGE	67,626

DEANS (DIRECTORS):
HUMANITIES

RANK	SALARY
1	66,000
2	57,412
3	44,544
AVERAGE	55,985

DEANS (DIRECTORS):
JOURNALISM/COMMUNICATIONS

RANK	SALARY
1	75,000
2	67,000
3	65,069
4	58,300
5	53,880
AVERAGE	63,850

DEANS (DIRECTORS):
LAW

RANK	SALARY
1	112,011
2	92,000
3	83,500
4	81,300
5	80,040
6	78,000
7	77,850
8	77,424
9	75,730
10	75,504
11	75,000
12	73,909
13	64,250
AVERAGE	80,501

DEANS (DIRECTORS):
LIBERAL ARTS

RANK	SALARY
1	83,000
2	64,116
3	56,168
4	47,750
5	44,955
AVERAGE	59,198

DEANS (DIRECTORS):
LIBRARY SCIENCE

RANK	SALARY
1	81,380
2	66,000
3	55,000
4	53,520
5	51,563
6	50,774
AVERAGE	59,706

DEANS (DIRECTORS):
MEDICINE

RANK	SALARY
1	128,423
2	126,225
3	103,000
4	96,768
5	96,624
6	87,840
7	85,900
8	79,000
9	75,500
10	65,000
AVERAGE	94,428

DEANS (DIRECTORS):
MUSIC

RANK	SALARY
1	68,000
2	63,120
3	63,073
4	57,500
5	50,131
6	47,399
AVERAGE	58,204

DEANS (DIRECTORS):
NURSING

RANK	SALARY
1	86,000
2	79,300
3	69,550
4	68,500
5	67,820
6	67,000
7	64,200
8	61,147
9	60,642
10	59,050
11	53,407
12	50,000
13	49,788
14	47,250
AVERAGE	63,118

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TABLE II (Continued)
—CHICAGO REGION—

DEANS (DIRECTORS):
PHARMACY

RANK	SALARY
1	83,291
2	74,040
3	71,000
4	68,750
5	67,306
6	66,290
7	55,415
AVERAGE	69,442

DEANS (DIRECTORS):
SCIENCE/TECHNOLOGY

RANK	SALARY
1	71,719
2	69,240
3	68,250
4	60,361
5	59,193
6	52,500
7	52,300
8	49,380
9	48,372
AVERAGE	59,035

DEANS (DIRECTORS):
SOCIAL AND BEHAVIORAL SCIENCES

RANK	SALARY
1	69,858
2	66,000
3	46,380
AVERAGE	60,746

DEANS (DIRECTORS):
SOCIAL WORK

RANK	SALARY
1	85,000
2	71,000
3	70,500
4	64,200
5	59,500
6	55,483
7	52,715
8	40,000
AVERAGE	62,300

DEANS (DIRECTORS):
UNIVERSITY COLLEGE/
GENERAL COLLEGE

RANK	SALARY
1	61,000
2	58,100
3	56,760
4	52,500
5	40,929
AVERAGE	53,858

DEANS (DIRECTORS):
VETERINARY MEDICINE

RANK	SALARY
1	87,000
2	74,500
3	67,500
4	66,576
AVERAGE	73,894

TABLE II (Continued)

A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE SALARIES PAID AMONG ONE HUNDRED FIFTY-ONE UNIVERSITIES IN FORTY-SEVEN STATES BY EQUAL EMPLOYMENT OPPORTUNITY REGIONS
-DALLAS REGION-

The Dallas Region as defined by the Equal Employment Opportunity Commission includes the states of Arkansas, Louisiana, Oklahoma, New Mexico, and Texas. The twenty-four participating universities from this region are as follows:

East Texas State University
Lamar University
Louisiana State University
Louisiana Tech University
New Mexico Institute of Mining and Technology
New Mexico State University
North Texas State University
Northeast Louisiana University
Northwest State University of Louisiana
Oklahoma State University
Sam Houston State University
Stephen F. Austin State University
Texas A & I University
Texas A & M University
Texas Southern University
Texas Tech University
University of Arkansas
University of Houston
University of New Mexico
University of Oklahoma
University of Southwestern Louisiana
University of Texas at Austin
University of Texas at Dallas
University of Texas at El Paso

TABLE II (Continued)
—DALLAS REGION—

PRESIDENT OF A SYSTEM OF MULTI-CAMPUS INSTITUTIONS

RANK	SALARY
1	86,000
2	84,750
3	80,004
4	71,300
AVERAGE	80,514

PRESIDENT OF A SINGLE UNIT INSTITUTION

RANK	SALARY
1	136,000
2	130,000
3	128,000
4	117,377
5	106,000
6	96,300
7	94,150
8	89,503
9	87,500
10	85,186
11	83,000
12	82,720
13	74,500
14	72,260
15	71,335
16	71,335
17	71,335
18	68,511
19	66,149
AVERAGE	91,114

ACADEMIC OFFICERS:
ACADEMIC VICE PRESIDENT

RANK	SALARY
1	(85,000)
2	81,586
3	81,280
4	78,752
5	74,984
6	71,100
7	70,000
8	67,567
9	67,241
10	64,200
11	63,670
12	61,416
13	61,350
14	60,116
15	59,892
16	59,000
17	58,596
18	54,650
19	(48,602)
20	48,308
AVERAGE	65,856

ACADEMIC OFFICERS:
PROVOST

RANK	SALARY
1	92,936
2	70,000
3	66,149
4	42,100
AVERAGE	67,796

ACADEMIC OFFICERS:
DIRECTOR OF LIBRARIES

RANK	SALARY
1	61,700
2	60,557
3	58,428
4	58,092
5	57,680
6	57,000
7	56,200
8	54,840
9	54,120
10	52,746
11	52,320
12	51,847
13	51,500
14	50,880
15	48,125
16	46,621
17	45,099
18	44,055
19	43,848
20	43,200
21	41,000
22	39,655
23	33,179
24	27,000
AVERAGE	49,571

ACADEMIC OFFICERS:
DIRECTOR OF AFFIRMATIVE ACTION PROGRAM

RANK	SALARY
1	52,100
2	(43,500)
3	43,000
4	40,920
5	40,000
6	39,850
7	38,754
8	38,100
9	32,910
10	31,000
11	30,900
12	29,327
13	27,563
14	22,212
AVERAGE	36,438

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TABLE II (Continued)
—DALLAS REGION—

ACADEMIC OFFICERS:
DIRECTOR OF COMPUTING SERVICES

RANK	SALARY
1	70,000
2	64,500
3	60,132
4	60,000
5	58,536
6	56,512
7	(54,040)
8	53,900
9	51,525
10	49,500
11	48,741
12	48,534
13	46,126
14	45,974
15	45,264
16	45,220
17	(43,500)
18	43,081
19	42,900
20	41,716
21	39,300
22	38,000
23	37,488
AVERAGE	49,760

BUSINESS OR FISCAL OFFICERS:
VICE PRESIDENT FOR BUSINESS

RANK	SALARY
1	85,701
2	85,000
3	82,992
4	68,831
5	67,000
6	65,343
7	(64,890)
8	64,584
9	61,800
10	61,416
11	61,200
12	58,596
13	58,500
14	57,845
15	57,828
16	57,700
17	(56,000)
18	55,071
19	55,000
20	52,000
21	47,500
AVERAGE	63,086

BUSINESS OR FISCAL OFFICERS:
CONTROLLER

RANK	SALARY
1	68,250
2	57,000
3	(56,000)
4	55,400
5	50,500
6	48,317
7	46,350
8	45,840
9	45,486
10	43,600
11	42,408
12	39,949
13	39,849
14	39,164
15	39,000
16	36,100
17	31,536
18	30,000
AVERAGE	45,264

BUSINESS OR FISCAL OFFICERS:
TREASURER

RANK	SALARY
1	48,000
2	37,000
3	36,500
4	36,296
AVERAGE	39,449

BUSINESS OR FISCAL OFFICERS:
BUSINESS MANAGER

RANK	SALARY
1	60,000
2	47,041
3	42,229
4	41,500
5	40,829
6	40,293
7	38,700
8	37,500
9	35,957
10	35,736
AVERAGE	41,979

BUSINESS OR FISCAL OFFICERS:
INTERNAL AUDITOR

RANK	SALARY
1	46,330
2	44,800
3	43,500
4	38,235
5	37,080
6	37,055
7	36,648
8	35,789
9	35,020
10	34,915
11	32,500
12	32,100
13	32,004
14	30,000
15	29,146
16	27,000
17	23,625
AVERAGE	35,045

BUSINESS OR FISCAL OFFICERS:
BUDGET OFFICER

RANK	SALARY
1	57,000
2	54,288
3	50,600
4	48,300
5	45,000
6	43,650
7	39,775
8	38,800
9	38,500
10	36,300
11	34,000
12	33,990
13	31,000
14	27,600
15	20,500
AVERAGE	39,954

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TABLE II (Continued)
—DALLAS REGION—

BUSINESS OR FISCAL OFFICERS:
DIRECTOR OF PERSONNEL

RANK	SALARY
1	(54,040)
2	47,100
3	46,500
4	46,400
5	45,005
6	44,991
7	44,503
8	43,500
9	42,408
10	41,784
11	41,196
12	38,468
13	38,016
14	37,800
15	37,792
16	37,492
17	36,500
18	35,000
19	34,476
20	33,486
21	31,787
22	31,557
23	28,859
AVERAGE	39,942

STUDENT AFFAIRS OFFICERS:
VICE PRESIDENT FOR STUDENT AFFAIRS
(SERVICES)

RANK	SALARY
1	76,000
2	70,803
3	70,776
4	(70,000)
5	67,500
6	63,463
7	62,215
8	61,800
9	58,566
10	57,828
11	57,108
12	56,000
13	55,000
14	53,500
15	50,575
16	(46,500)
17	45,000
18	44,194
AVERAGE	59,268

STUDENT AFFAIRS OFFICERS:
DEAN OF STUDENT AFFAIRS

RANK	SALARY
1	59,600
2	52,464
3	50,472
4	45,032
5	43,800
6	42,500
7	41,600
8	41,453
9	40,911
10	40,562
11	37,010
12	36,211
13	34,719
14	34,609
15	33,800
AVERAGE	42,316

STUDENT AFFAIRS OFFICERS:
DEAN OF INTERNATIONAL STUDENTS

RANK	SALARY
1	43,267
2	37,080
3	37,000
4	35,938
5	35,067
6	32,580
7	29,533
8	26,000
9	20,046
AVERAGE	32,946

STUDENT AFFAIRS OFFICERS:
DIRECTOR OF ADMISSIONS

RANK	SALARY
1	55,000
2	52,489
3	51,427
4	46,300
5	(42,553)
6	42,504
7	42,500
8	42,000
9	41,700
10	41,112
11	39,989
12	38,867
13	36,186
14	35,500
15	34,536
16	34,476
17	33,888
18	33,034
19	30,797
20	30,288
21	29,500
22	26,949
23	23,187
AVERAGE	38,469

STUDENT AFFAIRS OFFICERS:
REGISTRAR

RANK	SALARY
1	55,690
2	46,020
3	46,000
4	45,760
5	45,000
6	(42,553)
7	42,410
8	38,452
9	38,115
10	37,996
11	37,951
12	37,800
13	36,780
14	35,210
15	34,944
16	34,000
17	33,186
18	33,008
19	32,760
20	26,540
21	24,444
AVERAGE	38,315

UNIVERSITY OF ARKANSAS
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RANK-ORDER DISTRIBUTION OF ADMINISTRATIVE SALARIES
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TABLE II (Continued)
—DALLAS REGION—

STUDENT AFFAIRS OFFICERS:
DIRECTOR OF FINANCIAL AID

RANK	SALARY
1	44,501
2	44,069
3	41,500
4	41,400
5	40,500
6	39,200
7	38,880
8	38,456
9	(36,250)
10	36,000
11	35,998
12	34,935
13	32,304
14	32,000
15	32,000
16	31,163
17	31,162
18	30,912
19	30,276
20	30,145
21	30,000
22	28,512
23	26,780
24	25,039
AVERAGE	34,666

STUDENT AFFAIRS OFFICERS:
DIRECTOR OF HOUSING

RANK	SALARY
1	55,000
2	45,288
3	45,000
4	43,900
5	43,000
6	37,100
7	36,769
8	35,151
9	34,615
10	34,320
11	32,256
12	32,058
13	30,123
14	29,442
15	29,146
16	28,968
17	27,522
18	27,275
19	25,512
20	23,500
21	18,695
AVERAGE	34,030

STUDENT AFFAIRS OFFICERS:
DIRECTOR OF STUDENT
HEALTH CENTER

RANK	SALARY
1	75,500
2	74,802
3	67,274
4	62,330
5	62,040
6	61,000
7	60,200
8	58,319
9	54,498
10	51,500
11	51,233
12	42,500
13	40,000
14	37,080
15	28,856
16	24,024
17	20,958
AVERAGE	51,301

ADMINISTRATIVE OPERATIONS OFFICERS:
EXECUTIVE VICE PRESIDENT

RANK	SALARY
1	74,580
2	67,392
3	(48,602)
AVERAGE	63,525

ADMINISTRATIVE OPERATIONS OFFICERS:
ADMINISTRATIVE VICE PRESIDENT

RANK	SALARY
1	78,000
2	70,100
3	(70,000)
4	68,000
5	66,449
6	64,890
7	62,736
8	53,500
AVERAGE	66,709

ADMINISTRATIVE OPERATIONS
OFFICERS:
LEGAL COUNSEL

RANK	SALARY
1	70,100
2	62,004
3	58,300
4	54,631
5	47,200
6	43,250
7	38,563
8	37,000
AVERAGE	51,381

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TABLE II (Continued)
—DALLAS REGION—

ADMINISTRATIVE OPERATIONS OFFICERS:
ASSISTANT TO THE PRESIDENT

RANK	SALARY
1	55,800
2	49,824
3	48,905
4	48,149
5	45,000
6	44,076
7	44,000
8	42,096
9	41,200
10	39,500
11	34,700
12	34,000
13	32,136
AVERAGE	43,030

ADMINISTRATIVE OPERATIONS OFFICERS:
DIRECTOR OF FACILITIES PLANNING

RANK	SALARY
1	48,300
2	47,992
3	47,000
4	45,600
5	44,247
6	40,992
7	35,000
8	33,491
AVERAGE	42,818

ADMINISTRATIVE OPERATIONS OFFICERS:
DIRECTOR OF PHYSICAL PLANT

RANK	SALARY
1	63,492
2	58,000
3	56,500
4	53,400
5	51,000
6	47,775
7	46,356
8	46,125
9	44,600
10	44,300
11	43,888
12	43,575
13	42,411
14	41,830
15	41,720
16	40,992
17	40,866
18	37,500
19	36,900
20	36,094
21	34,650
22	33,939
23	29,496
24	28,518
AVERAGE	43,497

ADMINISTRATIVE OPERATIONS OFFICERS:
DIRECTOR OF PUBLIC SAFETY

RANK	SALARY
1	46,532
2	45,000
3	43,400
4	40,872
5	36,401
6	36,340
7	36,296
8	36,060
9	36,011
10	35,400
11	34,032
12	33,608
13	33,200
14	32,136
15	32,092
16	31,000
17	30,900
18	29,652
19	26,112
AVERAGE	35,529

PUBLIC RELATIONS AND DEVELOPMENT:
VICE PRESIDENT FOR PUBLIC
RELATIONS AND/OR INFORMATION

RANK	SALARY
1	(70,800)
2	70,600
3	64,890
4	62,700
AVERAGE	67,248

TABLE II (Continued)
—DALLAS REGION—

PUBLIC RELATIONS AND DEVELOPMENT:
DIRECTOR OF PUBLIC RELATIONS AND/OR INFORMATION

RANK	SALARY
1	52,228
2	48,200
3	44,500
4	40,433
5	40,000
6	39,564
7	39,000
8	38,244
9	35,761
10	(35,000)
11	32,626
12	30,563
13	29,664
14	29,100
15	26,500
16	22,184
AVERAGE	36,473

PUBLIC RELATIONS AND DEVELOPMENT:
VICE PRESIDENT FOR UNIVERSITY RELATIONS

RANK	SALARY
1	(70,800)
2	67,204
3	61,338
4	50,575
AVERAGE	62,479

PUBLIC RELATIONS AND DEVELOPMENT:
DIRECTOR OF UNIVERSITY RELATIONS

RANK	SALARY
1	65,940
2	44,553
3	39,192
4	38,500
5	23,000
AVERAGE	42,237

PUBLIC RELATIONS AND DEVELOPMENT:
DIRECTOR OF AGRICULTURAL EXTENSION

RANK	SALARY
1	80,000
2	70,147
3	63,529
4	44,000
AVERAGE	64,419

PUBLIC RELATIONS AND DEVELOPMENT:
VICE PRESIDENT FOR DEVELOPMENT

RANK	SALARY
1	79,056
2	76,116
3	(70,800)
4	70,000
5	57,828
6	56,100
7	51,500
8	39,189
AVERAGE	62,574

PUBLIC RELATIONS AND DEVELOPMENT:
DIRECTOR OF DEVELOPMENT

RANK	SALARY
1	53,560
2	52,000
3	49,000
4	45,940
5	45,578
6	(44,016)
7	(44,000)
8	(43,700)
9	41,440
10	38,883
11	35,800
12	35,568
13	31,930
14	29,850
15	29,023
AVERAGE	41,353

PUBLIC RELATIONS AND DEVELOPMENT:
DIRECTOR OF ALUMNI SERVICES

RANK	SALARY
1	(44,000)
2	(43,700)
3	40,829
4	38,349
5	37,900
6	33,000
7	31,800
8	29,400
9	28,929
10	27,946
11	20,600
12	20,372
AVERAGE	33,069

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TABLE II (Continued)
—DALLAS REGION—

RESEARCH OFFICERS:
VICE PRESIDENT FOR RESEARCH
(CONTRACTS AND GRANTS)

RANK	SALARY
1	85,825
2	(85,000)
3	76,200
4	75,000
5	64,272
6	63,000
7	59,500
AVERAGE	72,685

RESEARCH OFFICERS:
VICE PRESIDENT FOR RESEARCH
AND GRADUATE DEAN

RANK	SALARY
1	60,000
2	54,720
3	51,600
AVERAGE	55,440

RESEARCH OFFICERS:
DIRECTOR OF RESEARCH SERVICES
(CONTRACTS AND GRANTS)

RANK	SALARY
1	75,072
2	63,150
3	57,400
4	55,901
5	55,000
6	49,334
7	48,813
8	47,132
9	(44,016)
10	37,000
11	36,400
12	36,225
13	32,017
AVERAGE	49,035

RESEARCH OFFICERS:
DIRECTOR OF INSTITUTIONAL RESEARCH

RANK	SALARY
1	58,685
2	45,216
3	45,000
4	43,900
5	42,798
6	42,427
7	40,000
8	40,000
9	38,468
10	38,200
11	37,478
12	37,400
13	37,000
14	(35,500)
15	33,482
16	33,163
17	30,900
18	29,532
AVERAGE	39,397

DEANS (DIRECTORS):
AGRICULTURE

RANK	SALARY
1	60,341
2	73,236
3	70,600
4	67,920
5	62,700
6	61,800
7	58,810
8	55,608
9	50,128
AVERAGE	64,571

DEANS (DIRECTORS):
ARCHITECTURE/ENVIRONMENTAL
DESIGN

RANK	SALARY
1	75,000
2	63,603
3	63,372
4	60,000
5	57,771
6	57,200
7	53,448
AVERAGE	61,485

DEANS (DIRECTORS):
ARTS AND SCIENCES

RANK	SALARY
1	70,452
2	66,414
3	65,800
4	64,980
5	63,500
6	62,230
7	61,600
8	58,810
9	58,000
10	56,304
11	56,125
12	55,608
13	54,000
14	49,100
15	40,911
AVERAGE	58,922

DEANS (DIRECTORS):
BUSINESS/INDUSTRIAL
MANAGEMENT

RANK	SALARY
1	83,200
2	78,312
3	77,500
4	75,200
5	74,124
6	71,467
7	66,414
8	63,800
9	63,500
10	61,524
11	60,000
12	58,810
13	58,424
14	56,682
15	56,304
16	56,125
17	55,608
18	55,479
19	54,000
20	51,603
21	50,000
22	44,000
23	35,349
AVERAGE	61,192

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TABLE II (Continued)
—DALLAS REGION—

DEANS (DIRECTORS): CONTINUING EDUCATION (EXTENSION)

RANK	SALARY
1	63,031
2	62,796
3	60,255
4	57,200
5	56,125
6	56,000
7	52,299
8	49,524
9	48,000
10	(35,000)
11	34,000
12	29,618
AVERAGE	50,321

DEANS (DIRECTORS): EDUCATION

RANK	SALARY
1	80,340
2	75,066
3	73,500
4	72,840
5	66,996
6	66,414
7	61,500
8	59,500
9	58,810
10	57,968
11	57,250
12	57,000
13	56,682
14	56,304
15	56,125
16	55,608
17	53,000
18	52,572
19	51,000
20	50,000
21	42,400
22	41,000
AVERAGE	59,176

DEANS (DIRECTORS): ENGINEERING

RANK	SALARY
1	115,000
2	93,000
3	91,052
4	90,000
5	70,000
6	68,300
7	65,000
8	62,600
9	60,000
10	59,000
11	58,428
12	55,608
13	55,128
AVERAGE	72,547

DEANS (DIRECTORS): FINE ARTS

RANK	SALARY
1	76,000
2	(72,000)
3	62,000
4	60,000
5	56,682
6	54,000
7	51,300
8	47,500
9	45,000
AVERAGE	58,276

DEANS (DIRECTORS): FORESTRY

RANK	SALARY
1	61,652
2	59,832
3	58,222
4	56,682
AVERAGE	59,097

DEANS (DIRECTORS): GRADUATE

RANK	SALARY
1	(76,000)
2	73,333
3	72,000
4	60,252
5	59,500
6	57,200
7	57,200
8	56,880
9	56,125
10	55,608
11	54,707
12	52,619
13	50,150
14	49,800
15	49,069
16	47,067
17	45,787
18	40,911
AVERAGE	56,345

DEANS (DIRECTORS): HEALTH/PHYS EDUCATION/RECREATION

RANK	SALARY
1	52,468
2	28,100
3	24,288
AVERAGE	34,952

DEANS (DIRECTORS): HOME ECONOMICS

RANK	SALARY
1	67,608
2	59,500
3	50,696
4	48,550
5	45,870
6	34,000
AVERAGE	51,037

DEANS (DIRECTORS): HUMANITIES

RANK	SALARY
1	76,400
2	(72,000)
3	55,800
4	50,000
AVERAGE	63,550

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TABLE II (Continued)
—DALLAS REGION—

DEANS (DIRECTORS): LAW

RANK	SALARY
1	88,164
2	87,000
3	70,000
4	68,400
5	66,676
6	65,000
7	64,000
AVERAGE	72,749

DEANS (DIRECTORS): LIBERAL ARTS

RANK	SALARY
1	79,200
2	79,000
3	56,682
AVERAGE	71,627

DEANS (DIRECTORS): LIBRARY SCIENCE

RANK	SALARY
1	63,000
2	61,712
3	50,700
AVERAGE	58,471

DEANS (DIRECTORS): MEDICINE

RANK	SALARY
1	113,532
2	99,500
3	85,000
AVERAGE	99,344

DEANS (DIRECTORS): MUSIC

RANK	SALARY
1	66,733
2	64,272
3	63,575
4	30,074
AVERAGE	56,164

DEANS (DIRECTORS): NURSING

RANK	SALARY
1	76,000
2	56,500
3	55,000
4	51,800
5	51,272
6	40,911
AVERAGE	55,247

DEANS (DIRECTORS): PHARMACY

RANK	SALARY
1	87,000
2	73,874
3	67,287
4	66,000
5	56,000
6	55,421
7	51,660
AVERAGE	65,320

DEANS (DIRECTORS): SCIENCE/TECHNOLOGY

RANK	SALARY
1	88,000
2	84,768
3	63,800
4	63,200
5	53,096
6	52,200
7	50,000
AVERAGE	65,009

DEANS (DIRECTORS): SOCIAL AND BEHAVIORAL SCIENCES

RANK	SALARY
1	83,000
2	73,333
3	52,000
AVERAGE	69,444

DEANS (DIRECTORS): SOCIAL WORK

RANK	SALARY
1	70,000
2	62,555
3	55,200
AVERAGE	62,585

DEANS (DIRECTORS): UNIVERSITY COLLEGE/ GENERAL COLLEGE

RANK	SALARY
1	79,248
2	56,936
3	56,000
4	55,500
5	53,333
6	43,500
7	33,242
AVERAGE	53,966

DEANS (DIRECTORS): VETERINARY MEDICINE

RANK	SALARY
1	77,712
2	75,500
3	66,600
AVERAGE	73,271

TABLE II (Continued)

A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE SALARIES PAID AMONG ONE HUNDRED FIFTY-ONE UNIVERSITIES IN FORTY-SEVEN STATES BY EQUAL EMPLOYMENT OPPORTUNITY REGIONS
-DENVER REGION-

The Denver Region as defined by the Equal Employment Opportunity Commission includes the states of Colorado, Montana, North Dakota, South Dakota, Utah, and Wyoming. The thirteen participating universities from this region are as follows:

Colorado State University
Montana State University
North Dakota State University
South Dakota School of Mines and Technology
South Dakota State University
University of Colorado at Boulder
University of Colorado at Denver
University of Montana
University of North Dakota
University of Northern Colorado
University of South Dakota
University of Utah
Utah State University

TABLE II (Continued)
—DENVER REGION—

PRESIDENT OF A SINGLE UNIT INSTITUTION

RANK	SALARY
1	92,700
2	85,800
3	84,000
4	80,000
5	78,750
6	78,000
7	69,630
8	68,560
9	67,569
10	67,568
11	65,000
12	60,012
13	53,764
AVERAGE	73,181

ACADEMIC OFFICERS:
ACADEMIC VICE PRESIDENT

RANK	SALARY
1	79,000
2	78,100
3	75,300
4	65,550
5	62,500
6	61,100
7	60,600
8	59,850
9	59,300
10	54,584
11	50,000
12	48,000
AVERAGE	62,824

ACADEMIC OFFICERS:
DIRECTOR OF LIBRARIES

RANK	SALARY
1	62,287
2	52,800
3	50,700
4	50,000
5	47,200
6	43,542
7	43,500
8	42,420
9	42,420
10	41,761
11	34,903
AVERAGE	46,503

ACADEMIC OFFICERS:
DIRECTOR OF AFFIRMATIVE ACTION PROGRAM

RANK	SALARY
1	44,800
2	32,184
3	30,000
4	30,000
5	29,000
6	28,704
7	27,400
8	27,337
9	21,252
AVERAGE	30,075

ACADEMIC OFFICERS:
DIRECTOR OF COMPUTING SERVICES

RANK	SALARY
1	57,943
2	57,200
3	54,028
4	47,900
5	45,000
6	44,204
7	42,800
8	42,500
9	41,164
10	41,164
11	40,800
12	38,954
13	33,774
14	32,681
AVERAGE	44,294

BUSINESS OR FISCAL OFFICERS:
VICE PRESIDENT FOR BUSINESS

RANK	SALARY
1	74,500
2	63,303
3	60,800
4	58,500
5	55,902
6	55,000
7	52,000
8	49,514
9	43,743
AVERAGE	57,029

BUSINESS OR FISCAL OFFICERS:
CONTROLLER

RANK	SALARY
1	51,500
2	51,500
3	46,000
4	45,745
5	44,600
6	42,000
7	39,500
8	35,648
9	35,400
10	31,945
AVERAGE	42,384

BUSINESS OR FISCAL OFFICERS:
BUSINESS MANAGER

RANK	SALARY
1	49,000
2	32,919
3	29,350
4	28,824
5	24,436
6	21,630
AVERAGE	31,027

BUSINESS OR FISCAL OFFICERS:
INTERNAL AUDITOR

RANK	SALARY
1	39,000
2	34,000
3	28,100
4	23,525
5	23,500
6	23,175
7	16,831
AVERAGE	26,876

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TABLE II (Continued)
—DENVER REGION—

BUSINESS OR FISCAL OFFICERS:
BUDGET OFFICER

RANK	SALARY
1	57,100
2	48,500
3	46,600
4	43,200
5	42,788
6	42,000
7	(40,400)
8	39,300
9	36,300
10	34,850
11	17,168
AVERAGE	40,746

BUSINESS OR FISCAL OFFICERS:
DIRECTOR OF PERSONNEL

RANK	SALARY
1	47,500
2	46,500
3	42,500
4	38,150
5	37,982
6	36,300
7	34,600
8	33,200
9	29,550
10	27,150
11	24,800
12	24,573
AVERAGE	35,234

STUDENT AFFAIRS OFFICERS:
VICE PRESIDENT FOR STUDENT AFFAIRS
(SERVICES)

RANK	SALARY
1	63,100
2	60,700
3	55,000
4	52,000
5	51,375
6	50,000
7	47,654
AVERAGE	54,261

STUDENT AFFAIRS OFFICERS:
DEAN OF STUDENT AFFAIRS

RANK	SALARY
1	51,500
2	49,700
3	40,000
4	35,000
5	34,962
6	33,779
7	28,500
AVERAGE	39,063

STUDENT AFFAIRS OFFICERS:
DEAN OF INTERNATIONAL STUDENTS

RANK	SALARY
1	38,724
2	31,989
3	30,544
4	30,500
5	20,502
AVERAGE	30,452

STUDENT AFFAIRS OFFICERS:
DIRECTOR OF ADMISSIONS

RANK	SALARY
1	45,200
2	39,904
3	39,625
4	39,013
5	38,000
6	35,100
7	34,283
8	32,000
9	(30,997)
10	30,900
11	30,506
12	29,633
13	24,563
AVERAGE	34,594

STUDENT AFFAIRS OFFICERS:
REGISTRAR

RANK	SALARY
1	41,518
2	41,300
3	41,025
4	40,392
5	39,600
6	39,407
7	37,700
8	37,100
9	34,067
10	33,980
11	(30,997)
12	29,593
13	25,500
AVERAGE	36,321

STUDENT AFFAIRS OFFICERS:
DIRECTOR OF FINANCIAL AID

RANK	SALARY
1	43,425
2	39,100
3	38,300
4	36,000
5	34,800
6	34,122
7	31,644
8	30,500
9	29,300
10	28,715
11	26,000
12	25,835
13	25,155
AVERAGE	32,530

UNIVERSITY OF ARKANSAS
OFFICE OF INSTITUTIONAL RESEARCH
RANK-ORDER DISTRIBUTION OF ADMINISTRATIVE SALARIES
PAID 1984-1985

TABLE II (Continued)
—DENVER REGION—

STUDENT AFFAIRS OFFICERS:
DIRECTOR OF HOUSING

RANK	SALARY
1	37,000
2	42,000
3	39,368
4	35,811
5	32,736
6	30,355
7	29,403
8	29,000
9	28,430
10	27,760
11	17,000
AVERAGE	33,533

STUDENT AFFAIRS OFFICERS:
DIRECTOR OF STUDENT HEALTH CENTER

RANK	SALARY
1	67,555
2	61,060
3	60,300
4	58,900
5	56,878
6	52,800
7	52,300
8	39,760
9	32,955
10	26,738
AVERAGE	50,919

ADMINISTRATIVE OPERATIONS OFFICERS:
ADMINISTRATIVE VICE PRESIDENT

RANK	SALARY
1	71,500
2	68,400
3	50,700
4	50,000
5	48,972
AVERAGE	57,914

ADMINISTRATIVE OPERATIONS OFFICERS:
LEGAL COUNSEL

RANK	SALARY
1	62,500
2	46,900
3	44,763
4	35,775
AVERAGE	47,485

ADMINISTRATIVE OPERATIONS OFFICERS:
ASSISTANT TO THE PRESIDENT

RANK	SALARY
1	55,000
2	52,000
3	48,960
4	44,200
5	38,543
6	38,125
7	31,800
8	31,065
9	(30,400)
10	19,532
AVERAGE	38,963

ADMINISTRATIVE OPERATIONS OFFICERS:
DIRECTOR OF FACILITIES PLANNING

RANK	SALARY
1	57,000
2	52,500
3	(50,670)
4	50,400
5	37,440
6	30,000
AVERAGE	46,335

ADMINISTRATIVE OPERATIONS OFFICERS:
DIRECTOR OF PHYSICAL PLANT

RANK	SALARY
1	52,000
2	43,522
3	43,425
4	39,789
5	38,114
6	37,045
7	36,648
8	36,400
9	29,799
AVERAGE	39,638

TABLE II (Continued)
—DENVER REGION—

ADMINISTRATIVE OPERATIONS OFFICERS:
DIRECTOR OF PUBLIC SAFETY

RANK	SALARY
1	48,108
2	46,000
3	28,357
4	27,038
5	21,660
AVERAGE	34,233

PUBLIC RELATIONS AND DEVELOPMENT:
DIRECTOR OF PUBLIC RELATIONS
AND/OR INFORMATION

RANK	SALARY
1	47,500
2	44,000
3	42,800
4	42,100
5	26,000
6	25,734
AVERAGE	38,022

PUBLIC RELATIONS AND DEVELOPMENT:
VICE PRESIDENT FOR
UNIVERSITY RELATIONS

RANK	SALARY
1	65,400
2	59,600
3	56,000
4	51,400
AVERAGE	58,100

PUBLIC RELATIONS AND DEVELOPMENT:
DIRECTOR OF UNIVERSITY RELATIONS

RANK	SALARY
1	40,400
2	34,000
3	24,069
AVERAGE	32,823

PUBLIC RELATIONS AND DEVELOPMENT:
DIRECTOR OF DEVELOPMENT

RANK	SALARY
1	60,000
2	49,000
3	46,000
4	45,000
5	40,000
6	39,000
7	(37,500)
8	32,354
AVERAGE	43,607

PUBLIC RELATIONS AND DEVELOPMENT:
DIRECTOR OF ALUMNI SERVICES

RANK	SALARY
1	47,551
2	47,500
3	41,300
4	(37,500)
5	31,050
6	30,759
7	29,150
8	27,145
9	26,829
AVERAGE	35,420

PUBLIC RELATIONS AND DEVELOPMENT:
DIRECTOR OF AGRICULTURAL
EXTENSION

RANK	SALARY
1	66,000
2	60,260
3	55,940
AVERAGE	60,733

TABLE II (Continued)
—DENVER REGION—

RESEARCH OFFICERS:
VICE PRESIDENT FOR RESEARCH
(CONTRACTS AND GRANTS)

RANK	SALARY
1	71,800
2	67,600
3	61,700
4	59,500
5	49,400
AVERAGE	62,000

RESEARCH OFFICERS:
DIRECTOR OF RESEARCH SERVICES
(CONTRACTS AND GRANTS)

RANK	SALARY
1	50,442
2	47,286
3	44,700
4	44,016
5	43,400
6	42,435
7	41,460
8	38,000
9	28,000
AVERAGE	42,193

RESEARCH OFFICERS:
DIRECTOR OF INSTITUTIONAL RESEARCH

RANK	SALARY
1	47,286
2	46,000
3	44,500
4	41,189
5	37,300
6	34,900
7	31,101
8	26,052
AVERAGE	38,541

DEANS (DIRECTORS):
AGRICULTURE

RANK	SALARY
1	66,000
2	(58,500)
3	57,600
4	54,594
5	47,209
AVERAGE	56,781

DEANS (DIRECTORS):
ARCHITECTURE/ENVIRONMENTAL
DESIGN

RANK	SALARY
1	55,000
2	49,400
3	48,500
4	43,450
AVERAGE	49,088

DEANS (DIRECTORS):
ARTS AND SCIENCES

RANK	SALARY
1	72,000
2	58,500
3	55,600
4	52,530
5	51,750
6	51,675
7	50,000
8	48,355
9	46,107
AVERAGE	53,991

DEANS (DIRECTORS):
BUSINESS/INDUSTRIAL MANAGEMENT

RANK	SALARY
1	77,500
2	63,950
3	59,600
4	59,000
5	56,000
6	51,725
7	51,511
8	49,988
9	49,900
10	48,500
AVERAGE	56,767

DEANS (DIRECTORS):
CONTINUING EDUCATION (EXTENSION)

RANK	SALARY
1	44,424
2	44,250
3	42,432
4	41,300
5	40,343
6	34,076
7	33,343
AVERAGE	40,024

UNIVERSITY OF ARKANSAS
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RANK-ORDER DISTRIBUTION OF ADMINISTRATIVE SALARIES
PAID 1984-1985

TABLE II (Continued)
—DENVER REGION—

DEANS (DIRECTORS): EDUCATION

RANK	SALARY
1	64,600
2	60,000
3	57,600
4	52,500
5	51,800
6	51,800
7	50,956
8	50,232
9	49,500
10	45,614
11	43,102
AVERAGE	52,519

DEANS (DIRECTORS): ENGINEERING

RANK	SALARY
1	79,608
2	62,200
3	59,200
4	58,200
5	57,266
6	56,250
7	54,319
8	52,850
9	50,500
10	50,000
AVERAGE	58,039

DEANS (DIRECTORS): FINE ARTS

RANK	SALARY
1	48,022
2	46,488
3	46,026
4	38,545
AVERAGE	44,770

DEANS (DIRECTORS): GRADUATE

RANK	SALARY
1	64,100
2	60,000
3	59,000
4	54,668
5	53,250
6	52,000
7	50,844
8	50,700
9	50,000
10	47,286
11	44,654
AVERAGE	53,318

DEANS (DIRECTORS): HEALTH/PHYS EDUCATION/RECREATION

RANK	SALARY
1	56,834
2	49,000
3	42,019
AVERAGE	49,284

DEANS (DIRECTORS): HOME ECONOMICS

RANK	SALARY
1	57,700
2	57,500
3	50,750
4	43,086
AVERAGE	52,259

DEANS (DIRECTORS): HUMANITIES

RANK	SALARY
1	59,900
2	53,000
3	41,800
AVERAGE	51,567

DEANS (DIRECTORS): LAW

RANK	SALARY
1	79,906
2	77,000
3	63,500
4	59,116
5	54,511
AVERAGE	66,807

DEANS (DIRECTORS): NURSING

RANK	SALARY
1	63,500
2	54,000
3	53,370
4	48,459
AVERAGE	54,832

DEANS (DIRECTORS): PHARMACY

RANK	SALARY
1	75,000
2	51,250
3	50,340
4	50,000
5	42,927
AVERAGE	53,903

DEANS (DIRECTORS): SCIENCE/TECHNOLOGY

RANK	SALARY
1	69,500
2	67,700
3	53,500
4	51,250
AVERAGE	60,488

UNIVERSITY OF ARKANSAS
OFFICE OF INSTITUTIONAL RESEARCH
RANK-ORDER DISTRIBUTION OF ADMINISTRATIVE SALARIES
PAID 1984-1985

TABLE II (Continued)

A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE SALARIES PAID AMONG ONE HUNDRED FIFTY-ONE UNIVERSITIES IN FORTY-SEVEN STATES BY EQUAL EMPLOYMENT OPPORTUNITY REGIONS
-KANSAS CITY REGION-

The Kansas City Region as defined by the Equal Employment Opportunity Commission includes the states of Iowa, Kansas, Missouri, and Nebraska. The thirteen participating universities from this region are as follows:

Central Missouri State University
Iowa State University of Science and Technology
Kansas State University
University of Iowa
University of Kansas
University of Missouri - Columbia
University of Missouri - Kansas City
University of Missouri - Rolla
University of Missouri - St. Louis
University of Nebraska - Lincoln
University of Nebraska at Omaha
University of Northern Iowa
Wichita State University

TABLE II (Continued)
—KANSAS CITY REGION—

PRESIDENT OF A SINGLE UNIT INSTITUTION

RANK	SALARY
1	98,100
2	89,500
3	87,800
4	84,000
5	80,500
6	75,400
7	75,000
8	74,750
9	74,500
10	68,000
11	68,000
12	66,153
AVERAGE	78,475

ACADEMIC OFFICERS:
ACADEMIC VICE PRESIDENT

RANK	SALARY
1	87,200
2	85,000
3	75,500
4	72,700
5	71,000
6	69,000
7	68,150
8	66,500
9	62,000
10	60,000
AVERAGE	71,705

ACADEMIC OFFICERS:
DIRECTOR OF LIBRARIES

RANK	SALARY
1	64,000
2	63,100
3	61,000
4	57,660
5	57,200
6	54,000
7	51,400
8	50,700
9	45,250
10	43,415
11	42,510
12	42,329
AVERAGE	52,714

ACADEMIC OFFICERS:
DIRECTOR OF AFFIRMATIVE ACTION PROGRAM

RANK	SALARY
1	55,400
2	43,440
3	40,150
4	39,000
5	38,500
6	37,800
7	37,350
8	37,025
9	31,875
10	29,000
11	28,710
12	19,646
AVERAGE	36,491

ACADEMIC OFFICERS:
DIRECTOR OF COMPUTING SERVICES

RANK	SALARY
1	75,250
2	60,720
3	59,800
4	54,000
5	52,000
6	49,000
7	46,000
8	41,650
9	40,000
10	39,250
11	38,000
12	35,396
AVERAGE	49,256

BUSINESS OR FISCAL OFFICERS:
VICE PRESIDENT FOR BUSINESS

RANK	SALARY
1	83,900
2	(75,000)
3	74,350
4	70,000
5	67,580
6	66,000
7	65,200
8	59,850
9	59,400
10	58,600
11	56,000
12	55,600
13	53,471
AVERAGE	64,996

BUSINESS OR FISCAL OFFICERS:
CONTROLLER

RANK	SALARY
1	52,550
2	51,000
3	50,800
4	50,340
5	45,200
6	44,460
7	43,670
8	37,800
9	37,577
10	37,000
AVERAGE	45,040

BUSINESS OR FISCAL OFFICERS:
TREASURER

RANK	SALARY
1	(75,000)
2	44,044
3	23,700
AVERAGE	47,581

BUSINESS OR FISCAL OFFICERS:
BUSINESS MANAGER

RANK	SALARY
1	64,600
2	52,000
3	37,550
4	37,500
5	34,750
6	31,718
AVERAGE	43,020

UNIVERSITY OF ARKANSAS
OFFICE OF INSTITUTIONAL RESEARCH
RANK-ORDER DISTRIBUTION OF ADMINISTRATIVE SALARIES
PAID 1984-1985

TABLE II (Continued)
—KANSAS CITY REGION—

BUSINESS OR FISCAL OFFICERS:
INTERNAL AUDITOR

RANK	SALARY
1	45,500
2	37,356
3	35,500
4	31,500
5	29,062
6	28,200
AVERAGE	34,520

BUSINESS OR FISCAL OFFICERS:
BUDGET OFFICER

RANK	SALARY
1	46,920
2	45,000
3	40,212
4	36,700
5	36,000
6	35,398
7	32,500
8	32,277
AVERAGE	38,126

BUSINESS OR FISCAL OFFICERS:
DIRECTOR OF PERSONNEL

RANK	SALARY
1	50,600
2	49,620
3	44,200
4	42,335
5	41,040
6	41,000
7	39,500
8	37,286
9	36,000
10	33,600
11	33,300
12	33,250
13	33,000
AVERAGE	39,595

STUDENT AFFAIRS OFFICERS:
VICE PRESIDENT FOR STUDENT AFFAIRS
(SERVICES)

RANK	SALARY
1	77,500
2	68,000
3	66,200
4	62,300
5	62,280
6	61,950
7	60,000
8	58,200
9	55,600
10	54,800
11	51,303
12	48,000
AVERAGE	60,511

STUDENT AFFAIRS OFFICERS:
DEAN OF STUDENT AFFAIRS

RANK	SALARY
1	58,500
2	49,020
3	47,800
4	47,000
5	46,000
6	45,000
AVERAGE	48,887

STUDENT AFFAIRS OFFICERS:
DEAN OF INTERNATIONAL
STUDENTS

RANK	SALARY
1	41,000
2	40,500
3	35,000
4	27,300
5	22,500
AVERAGE	33,260

STUDENT AFFAIRS OFFICERS:
DIRECTOR OF ADMISSIONS

RANK	SALARY
1	(49,870)
2	(49,050)
3	42,100
4	41,800
5	40,204
6	40,020
7	(38,150)
8	37,550
9	37,000
10	35,500
11	31,750
12	31,100
13	29,997
AVERAGE	38,776

STUDENT AFFAIRS OFFICERS:
REGISTRAR

RANK	SALARY
1	(49,870)
2	46,500
3	44,000
4	42,100
5	41,409
6	39,500
7	39,319
8	(38,150)
9	37,300
10	37,020
11	34,000
12	31,200
13	30,100
AVERAGE	39,267

STUDENT AFFAIRS OFFICERS:
DIRECTOR OF FINANCIAL AID

RANK	SALARY
1	(49,050)
2	44,000
3	40,000
4	39,240
5	37,807
6	35,700
7	35,629
8	32,800
9	32,300
10	32,200
11	30,125
12	27,000
13	25,093
AVERAGE	35,457

UNIVERSITY OF ARKANSAS
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RANK-ORDER DISTRIBUTION OF ADMINISTRATIVE SALARIES
PAID 1984-1985

TABLE II (Continued)
—KANSAS CITY REGION—

STUDENT AFFAIRS OFFICERS:
DIRECTOR OF HOUSING

RANK	SALARY
1	59,000
2	57,500
3	44,400
4	42,500
5	41,000
6	40,860
7	39,899
8	29,800
AVERAGE	44,370

STUDENT AFFAIRS OFFICERS:
DIRECTOR OF STUDENT HEALTH CENTER

RANK	SALARY
1	79,700
2	71,764
3	71,160
4	67,200
5	55,065
6	47,000
7	39,900
8	30,000
9	24,719
10	21,138
AVERAGE	50,765

ADMINISTRATIVE OPERATIONS OFFICERS:
ASSISTANT TO THE PRESIDENT

RANK	SALARY
1	56,500
2	52,860
3	46,380
4	41,500
5	39,710
6	35,250
7	31,638
8	28,870
AVERAGE	41,589

ADMINISTRATIVE OPERATIONS OFFICERS:
DIRECTOR OF FACILITIES PLANNING

RANK	SALARY
1	54,500
2	49,300
3	44,004
4	43,000
5	36,773
6	32,805
AVERAGE	43,397

ADMINISTRATIVE OPERATIONS OFFICERS:
DIRECTOR OF PHYSICAL PLANT

RANK	SALARY
1	59,500
2	59,400
3	51,086
4	50,000
5	47,500
6	45,900
7	44,000
8	43,250
9	39,530
10	39,450
11	39,000
AVERAGE	47,147

ADMINISTRATIVE OPERATIONS OFFICERS:
DIRECTOR OF PUBLIC SAFETY

RANK	SALARY
1	39,000
2	38,500
3	36,700
4	29,997
5	29,892
6	23,300
AVERAGE	32,898

PUBLIC RELATIONS AND DEVELOPMENT:
DIRECTOR OF PUBLIC RELATIONS
AND/OR INFORMATION

RANK	SALARY
1	59,200
2	55,000
3	45,750
4	42,072
5	38,760
6	36,000
7	30,805
AVERAGE	43,941

PUBLIC RELATIONS AND DEVELOPMENT:
VICE PRESIDENT FOR
UNIVERSITY RELATIONS

RANK	SALARY
1	53,250
2	51,500
3	50,000
AVERAGE	51,583

PUBLIC RELATIONS AND
DEVELOPMENT:
VICE PRESIDENT
FOR DEVELOPMENT

RANK	SALARY
1	74,000
2	65,880
3	50,000
AVERAGE	63,293

UNIVERSITY OF ARKANSAS
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RANK-ORDER DISTRIBUTION OF ADMINISTRATIVE SALARIES
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TABLE II (Continued)
—KANSAS CITY REGION—

PUBLIC RELATIONS AND DEVELOPMENT: DIRECTOR OF DEVELOPMENT

RANK	SALARY
1	61,200
2	50,250
3	44,500
4	40,000
5	34,950
AVERAGE	46,180

PUBLIC RELATIONS AND DEVELOPMENT: DIRECTOR OF ALUMNI SERVICES

RANK	SALARY
1	50,000
2	48,400
3	46,200
4	40,956
5	40,000
6	40,000
7	25,440
8	25,207
AVERAGE	39,525

RESEARCH OFFICERS: VICE PRESIDENT FOR RESEARCH (CONTRACTS AND GRANTS)

RANK	SALARY
1	82,000
2	55,000
3	44,500
AVERAGE	60,500

RESEARCH OFFICERS: DIRECTOR OF RESEARCH SERVICES (CONTRACTS AND GRANTS)

RANK	SALARY
1	60,400
2	53,000
3	34,100
4	29,736
5	27,780
6	26,234
7	23,600
AVERAGE	36,407

RESEARCH OFFICERS: DIRECTOR OF INSTITUTIONAL RESEARCH

RANK	SALARY
1	62,520
2	55,708
3	50,100
4	(50,008)
5	47,000
6	39,000
7	37,000
8	31,091
9	23,000
AVERAGE	43,935

DEANS (DIRECTORS): AGRICULTURE

RANK	SALARY
1	77,200
2	70,680
3	70,600
4	66,500
AVERAGE	71,245

DEANS (DIRECTORS): ARCHITECTURE/ENVIRONMENTAL DESIGN

RANK	SALARY
1	67,020
2	60,200
3	58,550
AVERAGE	61,923

DEANS (DIRECTORS): ARTS AND SCIENCES

RANK	SALARY
1	79,600
2	70,200
3	69,700
4	69,000
5	67,250
6	67,020
7	62,400
8	60,000
9	58,500
10	55,590
11	46,035
AVERAGE	64,119

DEANS (DIRECTORS): BUSINESS/INDUSTRIAL MANAGEMENT

RANK	SALARY
1	87,000
2	74,425
3	68,050
4	67,500
5	67,000
6	66,000
7	61,820
8	61,000
9	60,500
10	60,500
11	56,026
12	46,035
AVERAGE	64,655

DEANS (DIRECTORS): CONTINUING EDUCATION (EXTENSION)

RANK	SALARY
1	68,000
2	63,200
3	62,000
4	54,745
5	53,700
6	53,040
7	49,200
8	46,500
9	46,035
10	45,944
AVERAGE	54,236

DEANS (DIRECTORS): EDUCATION

RANK	SALARY
1	72,000
2	70,000
3	66,000
4	65,100
5	62,700
6	59,405
7	59,300
8	59,000
9	58,950
10	55,000
11	53,700
12	46,035
AVERAGE	60,599

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RANK-ORDER DISTRIBUTION OF ADMINISTRATIVE SALARIES
PAID 1984-1985

TABLE II (Continued)
—KANSAS CITY REGION—

DEANS (DIRECTORS): ENGINEERING

RANK	SALARY
1	86,000
2	78,900
3	74,100
4	68,000
5	67,500
6	64,400
7	63,800
AVERAGE	71,814

DEANS (DIRECTORS): FINE ARTS

RANK	SALARY
1	60,650
2	56,000
3	53,709
AVERAGE	56,786

DEANS (DIRECTORS): GRADUATE

RANK	SALARY
1	82,000
2	(65,000)
3	63,180
4	60,800
5	60,277
6	58,700
7	58,500
8	55,000
9	49,500
10	45,579
AVERAGE	59,854

DEANS (DIRECTORS): HOME ECONOMICS

RANK	SALARY
1	69,500
2	63,600
3	60,500
4	57,250
AVERAGE	62,713

DEANS (DIRECTORS): JOURNALISM/COMMUNICATIONS

RANK	SALARY
1	69,550
2	64,950
3	62,300
AVERAGE	65,600

DEANS (DIRECTORS): LAW

RANK	SALARY
1	87,800
2	81,500
3	78,000
4	77,000
5	73,050
AVERAGE	79,470

DEANS (DIRECTORS): NURSING

RANK	SALARY
1	71,000
2	61,850
3	50,500
4	49,922
AVERAGE	58,318

DEANS (DIRECTORS): PHARMACY

RANK	SALARY
1	66,000
2	64,500
3	62,000
AVERAGE	64,167

DEANS (DIRECTORS): SCIENCE/TECHNOLOGY

RANK	SALARY
1	77,200
2	55,500
3	46,035
AVERAGE	59,579

DEANS (DIRECTORS): VETERINARY MEDICINE

RANK	SALARY
1	73,100
2	72,000
3	69,550
AVERAGE	71,550

TABLE II (Continued)

A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE SALARIES
PAID AMONG ONE HUNDRED FIFTY-ONE UNIVERSITIES IN FORTY-SEVEN STATES
BY EQUAL EMPLOYMENT OPPORTUNITY REGIONS
-NEW YORK AND BOSTON REGIONS-

For the purposes of this survey, these regions have been combined into one. The New York and Boston Regions as defined by the Equal Employment Opportunity Commission include the states of Connecticut, Maine, Massachusetts, New Hampshire, New Jersey, New York, Rhode Island, and Vermont. Puerto Rico and the Virgin Islands are also included in these regions but they are not included in this survey. The fourteen participating universities from these combined regions are as follows:

City University of New York
Bernard Baruch College
City University of New York
Graduate School and University Center
Rutgers, The State University - New Brunswick
State University of New York - Albany
State University of New York - Binghamton
State University of New York - Buffalo
State University of New York - Stony Brook
University of Connecticut
University of Lowell
University of Maine at Orono
University of Massachusetts
University of New Hampshire
University of Rhode Island
University of Vermont

TABLE II (Continued)
—NEW YORK AND BOSTON REGION—

PRESIDENT OF A SINGLE UNIT INSTITUTION

RANK	SALARY
1	91,300
2	88,500
3	85,000
4	83,789
5	83,000
6	72,975
7	71,070
8	71,070
9	71,070
10	71,070
11	71,070
12	71,070
13	70,000
14	70,000
AVERAGE	76,499

ACADEMIC OFFICERS:
ACADEMIC VICE PRESIDENT

RANK	SALARY
1	82,500
2	81,000
3	77,100
4	70,000
5	69,649
6	69,648
7	65,757
8	(62,276)
9	62,200
10	57,800
11	57,681
AVERAGE	68,692

ACADEMIC OFFICERS:
PROVOST

RANK	SALARY
1	83,696
2	69,648
3	69,015
4	(64,659)
5	62,276
6	(62,276)
AVERAGE	68,595

ACADEMIC OFFICERS:
DIRECTOR OF LIBRARIES

RANK	SALARY
1	71,470
2	66,845
3	65,473
4	65,096
5	60,702
6	58,725
7	54,524
8	52,360
9	52,000
10	50,144
11	50,144
12	50,060
13	45,322
14	35,600
AVERAGE	55,605

ACADEMIC OFFICERS:
DIRECTOR OF AFFIRMATIVE ACTION PROGRAM

RANK	SALARY
1	54,142
2	50,792
3	48,600
4	46,247
5	45,400
6	44,750
7	39,796
8	38,811
9	37,105
10	28,373
11	22,800
AVERAGE	41,529

ACADEMIC OFFICERS:
DIRECTOR OF COMPUTING SERVICES

RANK	SALARY
1	66,916
2	63,000
3	61,260
4	58,860
5	57,939
6	57,845
7	56,000
8	54,000
9	52,320
10	50,144
11	50,144
12	49,452
AVERAGE	56,490

BUSINESS OR FISCAL OFFICERS:
VICE PRESIDENT FOR BUSINESS

RANK	SALARY
1	80,000
2	70,442
3	69,649
4	69,648
5	69,648
6	69,648
7	64,000
8	62,276
9	61,606
10	58,825
AVERAGE	67,574

BUSINESS OR FISCAL OFFICERS:
CONTROLLER

RANK	SALARY
1	69,225
2	66,775
3	63,900
4	60,780
5	56,005
6	55,173
7	51,000
8	48,322
9	44,000
10	41,280
AVERAGE	55,646

BUSINESS OR FISCAL OFFICERS:
BUSINESS MANAGER

RANK	SALARY
1	63,430
2	53,176
3	50,191
4	50,144
5	40,993
6	37,660
7	32,000
AVERAGE	46,799

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TABLE II (Continued)
—NEW YORK AND BOSTON REGION—

BUSINESS OR FISCAL OFFICERS:
INTERNAL AUDITOR

RANK	SALARY
1	45,842
2	44,961
3	42,707
4	42,035
5	36,390
6	34,500
7	28,000
8	23,320
AVERAGE	37,219

BUSINESS OR FISCAL OFFICERS:
BUDGET OFFICER

RANK	SALARY
1	58,934
2	55,000
3	54,617
4	51,839
5	49,893
6	49,132
7	46,500
8	46,112
9	44,207
10	41,727
11	38,321
AVERAGE	48,753

BUSINESS OR FISCAL OFFICERS:
DIRECTOR OF PERSONNEL

RANK	SALARY
1	52,149
2	51,552
3	51,252
4	50,934
5	50,144
6	50,056
7	50,000
8	44,263
9	43,775
10	40,275
11	34,500
AVERAGE	47,173

STUDENT AFFAIRS OFFICERS:
VICE PRESIDENT FOR STUDENT AFFAIRS
(SERVICES)

RANK	SALARY
1	69,174
2	67,396
3	62,000
4	59,400
5	58,000
6	(55,324)
7	54,410
8	51,943
AVERAGE	59,706

STUDENT AFFAIRS OFFICERS:
DEAN OF STUDENT AFFAIRS

RANK	SALARY
1	61,500
2	60,480
3	55,735
4	52,300
5	51,162
6	50,020
7	48,200
8	47,700
9	45,196
10	35,250
AVERAGE	50,754

STUDENT AFFAIRS OFFICERS:
DEAN OF INTERNATIONAL STUDENTS

RANK	SALARY
1	63,936
2	42,783
3	25,476
4	19,995
AVERAGE	38,048

STUDENT AFFAIRS OFFICERS:
DIRECTOR OF ADMISSIONS

RANK	SALARY
1	50,056
2	49,869
3	49,584
4	46,957
5	46,500
6	45,610
7	45,095
8	42,407
9	41,727
10	40,000
11	39,233
12	36,284
AVERAGE	44,444

STUDENT AFFAIRS
OFFICERS:
REGISTRAR

RANK	SALARY
1	50,056
2	48,322
3	(46,000)
4	41,785
5	41,671
6	41,105
7	40,509
8	40,475
9	40,267
10	40,000
11	37,822
12	34,399
13	33,307
14	32,733
AVERAGE	40,604

STUDENT AFFAIRS
OFFICERS:
DIRECTOR OF
FINANCIAL AID

RANK	SALARY
1	50,056
2	48,322
3	47,059
4	41,727
5	40,000
6	39,735
7	39,588
8	39,503
9	39,385
10	39,000
11	38,440
12	37,878
13	36,655
14	31,262
AVERAGE	40,615

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TABLE II (Continued)
—NEW YORK AND BOSTON REGION—

STUDENT AFFAIRS OFFICERS:
DIRECTOR OF HOUSING

RANK	SALARY
1	50,800
2	47,664
3	45,430
4	43,767
5	43,736
6	42,613
7	41,788
8	41,400
9	37,666
10	36,130
11	34,865
12	30,000
AVERAGE	41,322

STUDENT AFFAIRS OFFICERS:
DIRECTOR OF STUDENT HEALTH CENTER

RANK	SALARY
1	74,872
2	70,384
3	66,117
4	65,509
5	64,889
6	59,400
7	54,696
8	53,105
9	49,750
10	39,670
11	28,520
AVERAGE	56,992

ADMINISTRATIVE OPERATIONS OFFICERS:
ADMINISTRATIVE VICE PRESIDENT

RANK	SALARY
1	70,000
2	69,758
3	69,649
4	66,100
5	63,863
6	62,276
7	48,800
AVERAGE	64,349

ADMINISTRATIVE OPERATIONS OFFICERS:
LEGAL COUNSEL

RANK	SALARY
1	53,300
2	52,150
3	33,564
AVERAGE	46,338

ADMINISTRATIVE OPERATIONS OFFICERS:
ASSISTANT TO THE PRESIDENT

RANK	SALARY
1	57,357
2	56,210
3	55,620
4	54,100
5	52,439
6	50,500
7	50,208
8	48,264
9	44,370
10	39,960
11	38,842
AVERAGE	49,825

ADMINISTRATIVE OPERATIONS OFFICERS:
DIRECTOR OF FACILITIES PLANNING

RANK	SALARY
1	67,000
2	60,491
3	(57,154)
4	51,254
5	50,144
6	40,180
7	29,060
AVERAGE	50,755

ADMINISTRATIVE OPERATIONS OFFICERS:
DIRECTOR OF PHYSICAL PLANT

RANK	SALARY
1	57,501
2	(57,154)
3	56,287
4	50,056
5	49,960
6	48,290
7	47,249
8	45,865
9	45,620
10	43,800
11	39,570
12	36,000
13	34,918
14	33,062
AVERAGE	46,095

ADMINISTRATIVE OPERATIONS OFFICERS:
DIRECTOR OF PUBLIC SAFETY

RANK	SALARY
1	55,173
2	52,667
3	48,908
4	42,439
5	41,498
6	41,040
7	39,840
8	37,500
9	34,110
10	32,906
11	28,444
AVERAGE	41,320

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TABLE II (Continued)
—NEW YORK AND BOSTON REGION—

PUBLIC RELATIONS AND DEVELOPMENT: DIRECTOR OF PUBLIC RELATIONS AND/OR INFORMATION

RANK	SALARY
1	56,059
2	50,936
3	50,144
4	47,664
5	35,670
6	35,640
7	32,004
8	27,000
AVERAGE	41,890

PUBLIC RELATIONS AND DEVELOPMENT: VICE PRESIDENT FOR UNIVERSITY RELATIONS

RANK	SALARY
1	69,648
2	(67,199)
3	59,800
AVERAGE	65,549

PUBLIC RELATIONS AND DEVELOPMENT: VICE PRESIDENT FOR DEVELOPMENT

RANK	SALARY
1	69,649
2	(67,199)
3	60,253
4	42,332
AVERAGE	59,858

PUBLIC RELATIONS AND DEVELOPMENT: DIRECTOR OF DEVELOPMENT

RANK	SALARY
1	72,000
2	58,942
3	49,572
4	46,300
5	(44,382)
6	38,811
7	37,353
8	31,917
AVERAGE	47,410

PUBLIC RELATIONS AND DEVELOPMENT: DIRECTOR OF ALUMNI SERVICES

RANK	SALARY
1	47,664
2	(44,382)
3	43,000
4	41,775
5	39,690
6	37,908
7	34,182
8	32,400
9	31,580
10	30,000
11	29,593
AVERAGE	37,467

PUBLIC RELATIONS AND DEVELOPMENT: DIRECTOR OF AGRICULTURAL EXTENSION

RANK	SALARY
1	60,500
2	57,939
3	56,390
4	47,500
AVERAGE	55,582

RESEARCH OFFICERS: VICE PRESIDENT FOR RESEARCH (CONTRACTS AND GRANTS)

RANK	SALARY
1	69,648
2	62,640
3	58,043
4	59,000
AVERAGE	61,333

RESEARCH OFFICERS: VICE PRESIDENT FOR RESEARCH AND GRADUATE DEAN

RANK	SALARY
1	85,663
2	64,400
3	60,815
4	47,949
AVERAGE	64,707

RESEARCH OFFICERS: DIRECTOR OF RESEARCH SERVICES (CONTRACTS AND GRANTS)

RANK	SALARY
1	59,579
2	48,117
3	47,803
4	47,333
5	45,000
6	39,398
7	38,000
8	36,729
9	35,075
AVERAGE	44,115

RESEARCH OFFICERS: DIRECTOR OF INSTITUTIONAL RESEARCH

RANK	SALARY
1	54,900
2	47,081
3	46,304
4	44,879
5	44,678
6	(44,343)
7	43,200
8	43,053
9	40,000
10	39,980
11	39,500
12	28,600
AVERAGE	43,043

DEANS (DIRECTORS): AGRICULTURE

RANK	SALARY
1	69,600
2	68,250
3	65,096
4	62,931
5	62,750
6	59,750
7	50,065
AVERAGE	62,635

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TABLE II (Continued)
—NEW YORK AND BOSTON REGION—

DEANS (DIRECTORS):
ARTS AND SCIENCES

RANK	SALARY
1	71,800
2	70,600
3	68,147
4	68,000
5	64,900
6	59,579
7	55,000
8	50,742
AVERAGE	63,596

DEANS (DIRECTORS):
BUSINESS/INDUSTRIAL MANAGEMENT

RANK	SALARY
1	81,370
2	79,667
3	75,200
4	71,639
5	68,255
6	63,888
7	63,500
8	(59,579)
9	57,850
10	54,900
11	53,000
12	50,843
AVERAGE	64,974

DEANS (DIRECTORS):
CONTINUING EDUCATION (EXTENSION)

RANK	SALARY
1	59,487
2	57,829
3	57,745
4	50,400
5	49,570
6	45,212
7	42,590
8	40,158
AVERAGE	50,374

DEANS (DIRECTORS):
DENTISTRY

RANK	SALARY
1	98,000
2	79,570
3	75,774
AVERAGE	84,448

DEANS (DIRECTORS):
EDUCATION

RANK	SALARY
1	76,120
2	68,255
3	63,736
4	63,200
5	62,250
6	60,645
7	59,579
8	48,800
9	47,765
AVERAGE	61,150

DEANS (DIRECTORS):
ENGINEERING

RANK	SALARY
1	84,261
2	79,667
3	75,640
4	72,500
5	71,020
6	68,257
7	67,838
8	67,074
9	58,100
10	56,994
11	48,800
AVERAGE	68,196

DEANS (DIRECTORS):
FINE ARTS

RANK	SALARY
1	68,388
2	65,096
3	54,577
AVERAGE	62,687

DEANS (DIRECTORS):
GRADUATE

RANK	SALARY
1	80,324
2	63,844
3	62,640
4	59,000
5	56,135
6	55,000
7	49,192
AVERAGE	60,876

DEANS (DIRECTORS):
HEALTH/PHYS
EDUCATION/RECREATION

RANK	SALARY
1	58,292
2	52,750
3	50,270
4	48,800
AVERAGE	52,528

DEANS (DIRECTORS):
HEALTH PROFESSIONS

RANK	SALARY
1	79,632
2	66,112
3	60,400
4	60,000
AVERAGE	66,536

DEANS (DIRECTORS):
HUMANITIES

RANK	SALARY
1	74,286
2	60,000
3	56,338
AVERAGE	63,541

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TABLE II (Continued)
—NEW YORK AND BOSTON REGION—

DEANS (DIRECTORS):
LAW

RANK	SALARY
1	85,000
2	80,340
3	79,667
AVERAGE	81,669

DEANS (DIRECTORS):
MEDICINE

RANK	SALARY
1	106,000
2	99,700
3	90,311
4	81,013
5	72,000
AVERAGE	89,805

DEANS (DIRECTORS):
NURSING

RANK	SALARY
1	68,744
2	66,160
3	61,847
4	58,200
5	56,163
6	56,000
7	49,811
AVERAGE	59,561

DEANS (DIRECTORS):
PHARMACY

RANK	SALARY
1	66,536
2	64,700
3	60,988
4	54,784
AVERAGE	61,752

DEANS (DIRECTORS):
SCIENCE/TECHNOLOGY

RANK	SALARY
1	76,436
2	63,933
3	61,260
4	46,400
AVERAGE	62,007

DEANS (DIRECTORS):
SOCIAL AND BEHAVIORAL SCIENCES

RANK	SALARY
1	75,516
2	73,600
3	68,255
4	68,250
AVERAGE	71,405

DEANS (DIRECTORS):
SOCIAL WORK

RANK	SALARY
1	68,255
2	66,050
3	64,961
4	63,844
5	40,361
AVERAGE	60,694

DEANS (DIRECTORS):
UNIVERSITY COLLEGE/
GENERAL COLLEGE

RANK	SALARY
1	61,063
2	54,000
3	48,753
4	38,163
AVERAGE	50,495

TABLE II (Continued)

A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE SALARIES PAID AMONG ONE HUNDRED FIFTY-ONE UNIVERSITIES IN FORTY-SEVEN STATES BY EQUAL EMPLOYMENT OPPORTUNITY REGIONS
-PHILADELPHIA REGION-

The Philadelphia Region as defined by the Equal Employment Opportunity Commission includes the states of Delaware, Maryland, Pennsylvania, Virginia, and West Virginia as well as the District of Columbia. For purposes of this survey, the District of Columbia is not included. The eleven participating universities from this region are as follows:

College of William and Mary
Indiana University of Pennsylvania
Morgan State University
Old Dominion University
Temple University
University of Maryland Baltimore County
University of Maryland at College Park
University of Virginia
Virginia Commonwealth University
Virginia Polytechnic Institute and State University
West Virginia University

TABLE II (Continued)
—PHILADELPHIA REGION—

PRESIDENT OF A SINGLE UNIT INSTITUTION

RANK	SALARY
1	100,000
2	99,998
3	84,000
4	83,000
5	77,040
6	73,788
7	70,560
8	70,476
9	68,808
10	49,056
AVERAGE	77,673

ACADEMIC OFFICERS:
ACADEMIC VICE PRESIDENT

RANK	SALARY
1	84,100
2	78,650
3	75,252
4	75,000
5	73,000
6	70,500
7	61,334
8	(48,685)
AVERAGE	70,815

ACADEMIC OFFICERS:
PROVOST

RANK	SALARY
1	84,100
2	80,000
3	78,000
4	71,100
5	67,500
6	(48,685)
AVERAGE	71,564

ACADEMIC OFFICERS:
DIRECTOR OF LIBRARIES

RANK	SALARY
1	63,500
2	54,000
3	52,716
4	51,200
5	50,000
6	47,100
7	45,000
8	41,761
9	33,695
AVERAGE	48,775

ACADEMIC OFFICERS:
DIRECTOR OF AFFIRMATIVE ACTION PROGRAM

RANK	SALARY
1	44,500
2	43,008
3	40,821
4	36,838
5	35,800
6	35,000
7	33,246
8	32,300
9	32,000
10	30,500
AVERAGE	36,401

ACADEMIC OFFICERS:
DIRECTOR OF COMPUTING SERVICES

RANK	SALARY
1	65,400
2	58,080
3	54,000
4	50,900
5	50,600
6	50,300
7	(48,000)
8	44,064
9	40,039
10	31,860
AVERAGE	49,324

BUSINESS OR FISCAL OFFICERS:
VICE PRESIDENT FOR BUSINESS

RANK	SALARY
1	110,000
2	84,100
3	70,000
4	62,000
5	60,216
6	54,000
7	53,800
8	53,250
9	53,100
10	45,477
AVERAGE	64,594

BUSINESS OR FISCAL OFFICERS:
CONTROLLER

RANK	SALARY
1	52,116
2	48,100
3	45,749
4	45,000
5	42,250
6	40,282
7	38,522
8	38,522
9	28,890
AVERAGE	42,159

BUSINESS OR FISCAL OFFICERS:
TREASURER

RANK	SALARY
1	33,000
2	32,243
3	25,623
AVERAGE	30,289

BUSINESS OR FISCAL OFFICERS:
BUSINESS MANAGER

RANK	SALARY
1	40,400
2	31,860
3	26,205
AVERAGE	33,488

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TABLE II (Continued)
—PHILADELPHIA REGION—

BUSINESS OR FISCAL OFFICERS:
INTERNAL AUDITOR

RANK	SALARY
1	50,900
2	47,900
3	47,000
4	38,522
5	36,847
6	34,846
7	29,757
8	13,300
AVERAGE	37,384

BUSINESS OR FISCAL OFFICERS:
BUDGET OFFICER

RANK	SALARY
1	46,000
2	44,500
3	43,000
4	42,579
5	41,508
6	39,700
7	36,847
8	35,000
9	33,708
10	29,568
11	29,220
AVERAGE	38,330

BUSINESS OR FISCAL OFFICERS:
DIRECTOR OF PERSONNEL

RANK	SALARY
1	54,590
2	51,570
3	50,900
4	50,100
5	47,600
6	40,700
7	40,282
8	39,192
9	31,860
10	28,362
AVERAGE	43,516

STUDENT AFFAIRS OFFICERS:
VICE PRESIDENT FOR STUDENT AFFAIRS
(SERVICES)

RANK	SALARY
1	64,000
2	63,000
3	62,400
4	59,136
5	55,000
6	53,800
7	52,000
8	50,236
9	46,435
AVERAGE	56,223

STUDENT AFFAIRS OFFICERS:
DEAN OF STUDENT AFFAIRS

RANK	SALARY
1	49,000
2	45,000
3	42,000
4	39,000
5	37,500
6	37,152
7	35,795
AVERAGE	40,778

STUDENT AFFAIRS OFFICERS:
DEAN OF INTERNATIONAL STUDENTS

RANK	SALARY
1	52,100
2	43,325
3	25,600
4	25,482
5	18,500
AVERAGE	33,001

STUDENT AFFAIRS OFFICERS:
DIRECTOR OF ADMISSIONS

RANK	SALARY
1	(50,610)
2	43,500
3	41,761
4	41,000
5	40,100
6	40,000
7	40,000
8	39,200
9	34,176
10	31,860
11	26,400
AVERAGE	38,964

STUDENT AFFAIRS OFFICERS:
REGISTRAR

RANK	SALARY
1	47,683
2	46,400
3	45,200
4	37,402
5	36,800
6	36,700
7	35,500
8	33,000
9	32,712
10	31,860
AVERAGE	38,326

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TABLE II (Continued)
—PHILADELPHIA REGION—

STUDENT AFFAIRS OFFICERS:
DIRECTOR OF FINANCIAL AID

RANK	SALARY
1	44,500
2	42,900
3	42,400
4	42,313
5	41,000
6	37,470
7	35,697
8	31,860
9	29,819
10	27,500
AVERAGE	37,546

STUDENT AFFAIRS OFFICERS:
DIRECTOR OF HOUSING

RANK	SALARY
1	48,400
2	42,500
3	35,484
4	29,900
5	29,652
6	29,540
7	29,485
8	28,400
9	28,250
10	27,832
11	25,482
AVERAGE	32,266

STUDENT AFFAIRS OFFICERS:
DIRECTOR OF STUDENT HEALTH CENTER

RANK	SALARY
1	71,450
2	67,961
3	67,000
4	60,151
5	60,129
6	59,400
7	49,156
8	36,651
9	32,200
AVERAGE	56,011

ADMINISTRATIVE OPERATIONS OFFICERS:
ADMINISTRATIVE VICE PRESIDENT

RANK	SALARY
1	80,000
2	76,000
3	73,100
4	73,000
5	68,320
6	63,408
7	48,665
AVERAGE	68,928

ADMINISTRATIVE OPERATIONS OFFICERS:
VICE PRESIDENT FOR PLANNING
AND BUDGETING

RANK	SALARY
1	56,654
2	54,000
3	50,236
AVERAGE	53,630

ADMINISTRATIVE OPERATIONS OFFICERS:
LEGAL COUNSEL

RANK	SALARY
1	77,000
2	70,000
3	56,500
4	51,000
5	49,050
6	44,000
7	32,256
AVERAGE	54,258

ADMINISTRATIVE OPERATIONS OFFICERS:
ASSISTANT TO THE PRESIDENT

RANK	SALARY
1	55,000
2	53,500
3	52,000
4	49,500
5	46,640
6	41,000
7	33,858
8	19,011
AVERAGE	43,814

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TABLE II (Continued)
—PHILADELPHIA REGION—

ADMINISTRATIVE OPERATIONS OFFICERS:
DIRECTOR OF FACILITIES PLANNING

RANK	SALARY
1	51,000
2	50,600
3	46,500
4	45,900
5	45,126
6	41,500
7	36,936
8	(33,858)
9	33,000
10	32,243
11	29,568
AVERAGE	40,566

ADMINISTRATIVE OPERATIONS OFFICERS:
DIRECTOR OF PHYSICAL PLANT

RANK	SALARY
1	63,656
2	57,500
3	50,900
4	46,043
5	41,700
6	35,760
7	35,426
8	(33,858)
9	33,708
10	32,472
AVERAGE	43,102

ADMINISTRATIVE OPERATIONS OFFICERS:
DIRECTOR OF PUBLIC SAFETY

RANK	SALARY
1	55,400
2	55,000
3	43,792
4	42,900
5	37,750
6	28,362
7	28,000
8	27,989
9	25,804
10	25,482
AVERAGE	37,068

PUBLIC RELATIONS AND DEVELOPMENT:
DIRECTOR OF PUBLIC RELATIONS
AND/OR INFORMATION

RANK	SALARY
1	45,000
2	44,000
3	43,548
4	42,230
5	41,000
6	32,742
7	28,205
8	22,729
AVERAGE	37,432

PUBLIC RELATIONS AND DEVELOPMENT:
DIRECTOR OF UNIVERSITY RELATIONS

RANK	SALARY
1	49,200
2	(47,200)
3	45,500
4	45,320
5	43,298
6	40,320
7	37,500
AVERAGE	44,048

PUBLIC RELATIONS AND DEVELOPMENT:
VICE PRESIDENT FOR DEVELOPMENT

RANK	SALARY
1	76,000
2	68,500
3	65,000
4	57,000
5	53,000
AVERAGE	63,900

PUBLIC RELATIONS AND DEVELOPMENT:
DIRECTOR OF DEVELOPMENT

RANK	SALARY
1	55,000
2	48,400
3	48,200
4	(47,200)
5	42,616
6	42,000
AVERAGE	47,236

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TABLE II (Continued)
—PHILADELPHIA REGION—

PUBLIC RELATIONS AND DEVELOPMENT:
DIRECTOR OF ALUMNI SERVICES

RANK	SALARY
1	38,500
2	36,070
3	34,980
4	33,500
5	33,336
6	30,036
7	24,880
8	21,963
AVERAGE	31,658

RESEARCH OFFICERS:
DIRECTOR OF RESEARCH SERVICES
(CONTRACTS AND GRANTS)

RANK	SALARY
1	62,700
2	62,000
3	49,377
4	48,000
5	46,435
6	37,000
7	35,246
8	32,652
9	20,896
AVERAGE	43,812

RESEARCH OFFICERS:
DIRECTOR OF INSTITUTIONAL RESEARCH

RANK	SALARY
1	60,000
2	(48,000)
3	44,500
4	44,000
5	36,800
6	35,717
7	29,653
AVERAGE	42,667

DEANS (DIRECTORS):
AGRICULTURE

RANK	SALARY
1	71,000
2	66,636
3	61,344
AVERAGE	66,327

DEANS (DIRECTORS):
ARCHITECTURE/ENVIRONMENTAL DESIGN

RANK	SALARY
1	71,300
2	65,000
3	64,800
AVERAGE	67,033

DEANS (DIRECTORS):
ARTS AND SCIENCES

RANK	SALARY
1	85,000
2	74,000
3	61,284
4	60,300
5	60,000
6	60,000
7	57,800
8	53,921
9	49,000
AVERAGE	62,367

DEANS (DIRECTORS):
BUSINESS/INDUSTRIAL MANAGEMENT

RANK	SALARY
1	78,100
2	72,564
3	72,500
4	66,500
5	66,500
6	64,640
7	63,800
8	60,500
9	50,240
10	46,435
AVERAGE	64,178

DEANS (DIRECTORS):
CONTINUING EDUCATION (EXTENSION)

RANK	SALARY
1	(62,000)
2	57,000
3	56,988
4	53,600
5	43,560
6	40,506
7	40,300
AVERAGE	50,565

DEANS (DIRECTORS):
ENGINEERING

RANK	SALARY
1	82,000
2	81,000
3	76,618
4	72,564
5	70,000
6	63,000
7	53,000
AVERAGE	71,169

DEANS (DIRECTORS):
EDUCATION

RANK	SALARY
1	78,000
2	69,000
3	61,600
4	61,000
5	57,500
6	57,000
7	54,828
8	52,628
9	46,435
AVERAGE	59,777

DEANS (DIRECTORS):
FINE ARTS

RANK	SALARY
1	75,000
2	58,000
3	55,908
4	46,435
AVERAGE	58,836

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TABLE II (Continued)
—PHILADELPHIA REGION—

DEANS (DIRECTORS): GRADUATE

RANK	SALARY
1	78,100
2	73,800
3	61,000
4	59,000
5	54,400
6	52,730
7	50,740
8	46,435
AVERAGE	59,526

DEANS (DIRECTORS): HEALTH/PHYS EDUCATION/RECREATION

RANK	SALARY
1	53,040
2	51,000
3	36,678
AVERAGE	46,906

DEANS (DIRECTORS): HOME ECONOMICS

RANK	SALARY
1	67,500
2	62,230
3	46,435
AVERAGE	58,722

DEANS (DIRECTORS): JOURNALISM/COMMUNICATIONS

RANK	SALARY
1	70,000
2	57,000
3	55,608
AVERAGE	60,869

DEANS (DIRECTORS): LAW

RANK	SALARY
1	96,800
2	94,000
3	75,264
4	72,500
AVERAGE	84,641

DEANS (DIRECTORS): MEDICINE

RANK	SALARY
1	134,871
2	134,200
3	125,004
4	90,000
AVERAGE	121,019

DEANS (DIRECTORS): NURSING

RANK	SALARY
1	66,400
2	59,000
3	54,408
AVERAGE	59,936

DEANS (DIRECTORS): PHARMACY

RANK	SALARY
1	66,000
2	59,640
3	58,000
AVERAGE	61,213

DEANS (DIRECTORS): SOCIAL WORK

RANK	SALARY
1	58,000
2	55,000
3	51,708
AVERAGE	54,903

TABLE II (Continued)

A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE SALARIES PAID AMONG ONE HUNDRED FIFTY-ONE UNIVERSITIES IN FORTY-SEVEN STATES BY EQUAL EMPLOYMENT OPPORTUNITY REGIONS
-SAN FRANCISCO REGION-

The San Francisco Region as defined by the Equal Employment Opportunity Commission includes the states of Arizona, California, Hawaii, and Nevada as well as Guam and Samoa. For purposes of this survey, Guam and Samoa are not included. The twelve participating universities from this region are as follows:

Arizona State University
California State University, Los Angeles
Northern Arizona University
San Diego State University
University of Arizona
University of California
University of California, Davis
University of California, Riverside
University of California, Santa Barbara
University of Hawaii at Manoa
University of Nevada, Las Vegas
University of Nevada, Reno

TABLE II (Continued)
—SAN FRANCISCO REGION—

PRESIDENT OF A SINGLE UNIT INSTITUTION

RANK	SALARY
1	104,500
2	96,860
3	95,000
4	92,500
5	92,500
6	90,524
7	90,000
8	81,576
9	78,792
10	76,587
11	59,377
AVERAGE	87,111

ACADEMIC OFFICERS:
ACADEMIC VICE PRESIDENT

RANK	SALARY
1	92,127
2	(90,000)
3	86,500
4	(85,000)
5	74,550
6	65,412
7	63,864
8	63,641
9	62,232
10	58,235
11	57,957
AVERAGE	72,683

ACADEMIC OFFICERS:
PROVOST

RANK	SALARY
1	83,000
2	80,000
3	62,109
4	60,540
AVERAGE	71,412

ACADEMIC OFFICERS:
DIRECTOR OF LIBRARIES

RANK	SALARY
1	72,500
2	71,032
3	65,000
4	64,900
5	63,200
6	56,853
7	53,604
8	51,864
9	50,952
10	50,363
11	45,000
12	41,615
AVERAGE	57,240

ACADEMIC OFFICERS:
DIRECTOR OF AFFIRMATIVE ACTION PROGRAM

RANK	SALARY
1	(85,000)
2	50,000
3	47,800
4	44,652
5	42,693
6	39,768
7	35,364
8	35,057
9	32,000
10	30,450
AVERAGE	44,278

ACADEMIC OFFICERS:
DIRECTOR OF COMPUTING SERVICES

RANK	SALARY
1	65,900
2	65,000
3	62,492
4	54,300
5	53,857
6	52,032
7	51,672
8	50,004
9	46,000
AVERAGE	55,695

BUSINESS OR FISCAL OFFICERS:
VICE PRESIDENT FOR BUSINESS

RANK	SALARY
1	(83,500)
2	80,000
3	(76,700)
4	(73,100)
5	65,000
6	63,903
7	62,232
8	57,957
9	57,068
10	56,196
AVERAGE	67,566

BUSINESS OR FISCAL OFFICERS:
CONTROLLER

RANK	SALARY
1	73,966
2	62,000
3	58,500
4	58,000
5	49,151
6	48,936
7	47,908
8	46,677
9	34,260
AVERAGE	53,266

BUSINESS OR FISCAL OFFICERS:
BUSINESS MANAGER

RANK	SALARY
1	48,800
2	46,632
3	44,376
4	42,400
5	38,325
AVERAGE	44,107

BUSINESS OR FISCAL OFFICERS:
INTERNAL AUDITOR

RANK	SALARY
1	55,000
2	50,300
3	46,800
4	44,000
5	35,436
AVERAGE	46,307

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TABLE II (Continued)
—SAN FRANCISCO REGION—

BUSINESS OR FISCAL OFFICERS:
BUDGET OFFICER

RANK	SALARY
1	61,051
2	58,700
3	54,900
4	54,600
5	52,500
6	52,000
7	45,900
8	40,987
9	34,944
10	28,080
11	27,172
AVERAGE	46,430

BUSINESS OR FISCAL OFFICERS:
DIRECTOR OF PERSONNEL

RANK	SALARY
1	67,000
2	60,000
3	58,645
4	57,300
5	57,000
6	55,000
7	52,549
8	47,568
9	46,584
10	42,998
11	40,950
12	39,027
13	36,432
AVERAGE	50,850

STUDENT AFFAIRS OFFICERS:
VICE PRESIDENT FOR STUDENT AFFAIRS
(SERVICES)

RANK	SALARY
1	80,000
2	76,000
3	(75,900)
4	71,690
5	65,500
6	62,475
7	58,044
8	57,609
AVERAGE	68,402

STUDENT AFFAIRS OFFICERS:
DEAN OF STUDENT AFFAIRS

RANK	SALARY
1	54,000
2	50,952
3	48,399
4	46,980
5	46,928
6	46,572
7	46,087
8	44,500
9	42,510
AVERAGE	47,436

STUDENT AFFAIRS OFFICERS:
DEAN OF INTERNATIONAL STUDENTS

RANK	SALARY
1	42,500
2	40,176
3	38,856
4	36,468
5	36,210
6	35,364
7	35,364
8	25,961
9	24,364
AVERAGE	35,029

STUDENT AFFAIRS OFFICERS:
DIRECTOR OF ADMISSIONS

RANK	SALARY
1	(57,700)
2	53,400
3	(52,333)
4	51,672
5	46,176
6	43,500
7	43,050
8	40,740
9	38,736
10	37,307
11	31,500
AVERAGE	45,101

STUDENT AFFAIRS OFFICERS:
REGISTRAR

RANK	SALARY
1	57,800
2	(57,700)
3	53,400
4	(52,333)
5	52,100
6	50,000
7	43,050
8	36,750
9	36,000
10	32,630
11	28,560
12	24,792
AVERAGE	43,760

STUDENT AFFAIRS
OFFICERS:
DIRECTOR OF
FINANCIAL AID

RANK	SALARY
1	53,500
2	47,500
3	46,980
4	45,150
5	44,652
6	42,216
7	41,000
8	40,860
9	38,086
10	37,307
11	37,092
12	28,211
AVERAGE	41,880

STUDENT AFFAIRS OFFICERS:
DIRECTOR OF HOUSING

RANK	SALARY
1	57,700
2	52,700
3	47,700
4	47,000
5	46,176
6	43,548
7	40,412
8	38,988
9	37,512
10	35,700
11	27,496
AVERAGE	43,176

TABLE II (Continued)
—SAN FRANCISCO REGION—

STUDENT AFFAIRS OFFICERS:
DIRECTOR OF STUDENT HEALTH CENTER

RANK	SALARY
1	84,823
2	78,200
3	75,732
4	68,748
5	66,150
6	65,544
7	65,412
8	63,227
9	61,483
10	53,436
11	21,812
AVERAGE	64,052

ADMINISTRATIVE OPERATIONS OFFICERS:
EXECUTIVE VICE PRESIDENT

RANK	SALARY
1	(90,000)
2	(89,000)
3	80,000
4	(76,700)
5	76,141
AVERAGE	82,368

ADMINISTRATIVE OPERATIONS OFFICERS:
ADMINISTRATIVE VICE PRESIDENT

RANK	SALARY
1	(83,500)
2	(75,900)
3	73,200
4	72,700
5	62,232
AVERAGE	73,506

ADMINISTRATIVE OPERATIONS OFFICERS:
VICE PRESIDENT FOR PLANNING
AND BUDGETING

RANK	SALARY
1	74,000
2	62,700
3	60,200
AVERAGE	65,633

ADMINISTRATIVE OPERATIONS OFFICERS:
LEGAL COUNSEL

RANK	SALARY
1	80,892
2	61,500
3	60,000
4	43,980
5	43,300
AVERAGE	57,934

ADMINISTRATIVE OPERATIONS OFFICERS:
ASSISTANT TO THE PRESIDENT

RANK	SALARY
1	70,106
2	62,400
3	60,200
4	57,609
5	52,500
6	48,048
7	47,568
8	42,167
9	32,688
10	30,172
AVERAGE	50,346

ADMINISTRATIVE OPERATIONS OFFICERS:
DIRECTOR OF FACILITIES PLANNING

RANK	SALARY
1	66,700
2	(57,900)
3	46,920
4	44,100
5	40,176
6	38,850
7	33,924
AVERAGE	46,939

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TABLE II (Continued)
—SAN FRANCISCO REGION—

ADMINISTRATIVE OPERATIONS OFFICERS:
DIRECTOR OF PHYSICAL PLANT

RANK	SALARY
1	71,904
2	69,000
3	58,700
4	(57,900)
5	55,600
6	50,735
7	48,048
8	44,880
9	44,004
10	43,980
11	43,890
12	41,815
AVERAGE	52,538

ADMINISTRATIVE OPERATIONS OFFICERS:
DIRECTOR OF PUBLIC SAFETY

RANK	SALARY
1	57,000
2	46,064
3	45,720
4	45,500
5	45,200
6	44,550
7	41,616
8	38,500
9	27,994
AVERAGE	43,572

PUBLIC RELATIONS AND DEVELOPMENT:
DIRECTOR OF PUBLIC RELATIONS
AND/OR INFORMATION

RANK	SALARY
1	59,000
2	(50,004)
3	49,128
4	36,254
5	34,415
6	33,500
7	31,500
AVERAGE	41,972

PUBLIC RELATIONS AND DEVELOPMENT:
VICE PRESIDENT FOR
UNIVERSITY RELATIONS

RANK	SALARY
1	(75,100)
2	73,830
3	57,069
4	52,474
AVERAGE	64,618

PUBLIC RELATIONS AND DEVELOPMENT:
VICE PRESIDENT FOR DEVELOPMENT

RANK	SALARY
1	74,700
2	55,100
3	52,022
AVERAGE	60,607

PUBLIC RELATIONS AND DEVELOPMENT:
DIRECTOR OF DEVELOPMENT

RANK	SALARY
1	60,863
2	59,291
3	58,000
4	50,500
5	(50,004)
6	46,300
7	45,500
8	39,768
9	34,500
AVERAGE	49,414

PUBLIC RELATIONS AND DEVELOPMENT:
DIRECTOR OF ALUMNI SERVICES

RANK	SALARY
1	47,730
2	45,675
3	43,441
4	41,300
5	37,597
6	34,500
7	32,256
AVERAGE	40,357

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TABLE II (Continued)
—SAN FRANCISCO REGION—

PUBLIC RELATIONS AND DEVELOPMENT: DIRECTOR OF AGRICULTURAL EXTENSION

RANK	SALARY
1	66,922
2	56,984
3	55,600
4	52,779
AVERAGE	58,071

RESEARCH OFFICERS: VICE PRESIDENT FOR RESEARCH (CONTRACTS AND GRANTS)

RANK	SALARY
1	76,366
2	(60,200)
3	55,000
AVERAGE	63,855

RESEARCH OFFICERS: DIRECTOR OF RESEARCH SERVICES (CONTRACTS AND GRANTS)

RANK	SALARY
1	61,846
2	(60,200)
3	57,423
4	53,604
5	47,100
6	44,200
7	27,000
AVERAGE	50,196

RESEARCH OFFICERS: DIRECTOR OF INSTITUTIONAL RESEARCH

RANK	SALARY
1	(60,200)
2	47,436
3	45,944
4	45,264
5	42,720
6	36,660
7	33,506
8	30,720
9	25,548
AVERAGE	40,889

DEANS (DIRECTORS): AGRICULTURE

RANK	SALARY
1	90,000
2	75,275
3	74,200
4	58,836
5	55,785
AVERAGE	70,819

DEANS (DIRECTORS): ARCHITECTURE/ENVIRONMENTAL DESIGN

RANK	SALARY
1	65,508
2	62,193
3	61,950
4	56,448
AVERAGE	61,525

DEANS (DIRECTORS): ARTS AND SCIENCES

RANK	SALARY
1	(84,300)
2	(80,000)
3	71,903
4	62,109
5	62,000
6	58,836
7	55,080
8	54,181
9	53,520
10	52,368
11	50,363
12	49,500
AVERAGE	61,180

DEANS (DIRECTORS): BUSINESS/INDUSTRIAL MANAGEMENT

RANK	SALARY
1	75,275
2	73,500
3	61,800
4	58,320
5	57,057
6	56,104
7	55,437
8	55,236
9	55,200
10	50,952
AVERAGE	59,888

DEANS (DIRECTORS): CONTINUING EDUCATION (EXTENSION)

RANK	SALARY
1	(73,100)
2	62,600
3	57,700
4	53,000
5	51,398
6	51,322
7	50,952
8	49,500
9	47,062
10	46,956
11	45,150
AVERAGE	53,522

DEANS (DIRECTORS): EDUCATION

RANK	SALARY
1	70,349
2	62,933
3	62,215
4	57,989
5	53,604
6	53,000
7	46,475
8	44,652
AVERAGE	56,402

DEANS (DIRECTORS): ENGINEERING

RANK	SALARY
1	88,100
2	80,000
3	72,041
4	71,379
5	67,980
6	57,768
7	56,700
8	55,788
9	53,076
AVERAGE	66,981

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TABLE II (Continued)
—SAN FRANCISCO REGION—

DEANS (DIRECTORS):
FINE ARTS

RANK	SALARY
1	(84,300)
2	71,900
3	60,898
4	57,300
5	46,632
AVERAGE	64,206

DEANS (DIRECTORS):
GRADUATE

RANK	SALARY
1	72,924
2	67,178
3	66,399
4	60,936
5	59,600
6	56,000
7	54,317
8	52,621
9	50,952
AVERAGE	60,103

DEANS (DIRECTORS):
HEALTH/PHYS EDUCATION/RECREATION

RANK	SALARY
1	63,000
2	53,604
3	50,952
AVERAGE	55,852

DEANS (DIRECTORS):
HUMANITIES

RANK	SALARY
1	(84,300)
2	65,163
3	(64,169)
AVERAGE	71,211

DEANS (DIRECTORS):
JOURNALISM/COMMUNICATIONS

RANK	SALARY
1	65,004
2	47,055
3	37,500
AVERAGE	49,853

DEANS (DIRECTORS):
LAW

RANK	SALARY
1	100,900
2	88,000
3	85,600
4	74,200
5	62,220
AVERAGE	82,184

DEANS (DIRECTORS):
LIBRARY SCIENCE

RANK	SALARY
1	50,934
2	48,924
3	46,900
AVERAGE	48,919

DEANS (DIRECTORS):
MEDICINE

RANK	SALARY
1	135,000
2	106,733
3	88,000
4	69,612
5	66,200
AVERAGE	93,109

DEANS (DIRECTORS):
NURSING

RANK	SALARY
1	68,534
2	62,000
3	56,652
4	54,783
5	52,639
AVERAGE	58,922

DEANS (DIRECTORS):
SCIENCE/TECHNOLOGY

RANK	SALARY
1	68,480
2	55,236
3	52,427
AVERAGE	58,714

DEANS (DIRECTORS):
SOCIAL AND
BEHAVIORAL SCIENCES

RANK	SALARY
1	68,480
2	(64,169)
3	60,000
4	53,604
AVERAGE	61,563

DEANS (DIRECTORS):
SOCIAL WORK

RANK	SALARY
1	57,624
2	55,654
3	55,650
4	53,076
AVERAGE	55,501

TABLE II (Continued)

A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE SALARIES
PAID AMONG ONE HUNDRED FIFTY-ONE UNIVERSITIES IN FORTY-SEVEN STATES
BY EQUAL EMPLOYMENT OPPORTUNITY REGIONS
-SEATTLE REGION-

The Seattle Region as defined by the Equal Employment Opportunity Commission includes the states of Alaska, Idaho, Oregon, and Washington. The eight participating universities from this region are as follows:

Idaho State University
Oregon State University
Portland State University
University of Alaska at Fairbanks
University of Idaho
University of Oregon
University of Washington
Washington State University

TABLE II (Continued)
—SEATTLE REGION—

PRESIDENT OF A SINGLE UNIT INSTITUTION

RANK	SALARY
1	96,866
2	88,885
3	87,888
4	72,528
5	72,528
6	67,184
7	60,008
AVERAGE	77,984

ACADEMIC OFFICERS:
ACADEMIC VICE PRESIDENT

RANK	SALARY
1	86,902
2	65,460
3	65,000
4	62,000
5	59,010
AVERAGE	67,674

ACADEMIC OFFICERS:
DIRECTOR OF LIBRARIES

RANK	SALARY
1	77,147
2	70,248
3	55,000
4	53,339
5	51,501
6	50,942
7	50,110
8	42,016
AVERAGE	56,288

ACADEMIC OFFICERS:
DIRECTOR OF AFFIRMATIVE ACTION PROGRAM

RANK	SALARY
1	40,428
2	32,972
3	31,584
4	31,407
5	30,750
6	28,475
7	27,245
AVERAGE	31,837

ACADEMIC OFFICERS:
DIRECTOR OF COMPUTING SERVICES

RANK	SALARY
1	56,700
2	50,315
3	50,000
4	41,205
5	38,200
AVERAGE	47,284

BUSINESS OR FISCAL OFFICERS:
VICE PRESIDENT FOR BUSINESS

RANK	SALARY
1	78,756
2	72,000
3	65,000
4	59,010
AVERAGE	68,692

BUSINESS OR FISCAL OFFICERS:
CONTROLLER

RANK	SALARY
1	56,700
2	47,000
3	46,654
4	38,584
AVERAGE	47,235

BUSINESS OR FISCAL OFFICERS:
BUSINESS MANAGER

RANK	SALARY
1	63,276
2	60,798
3	50,086
4	47,280
5	43,285
6	42,893
7	37,524
AVERAGE	49,306

UNIVERSITY OF ARKANSAS
OFFICE OF INSTITUTIONAL RESEARCH
RANK-ORDER DISTRIBUTION OF ADMINISTRATIVE SALARIES
PAID 1984-1985

TABLE II (Continued)
—SEATTLE REGION—

BUSINESS OR FISCAL OFFICERS:
INTERNAL AUDITOR

RANK	SALARY
1	46,473
2	38,801
3	37,524
4	36,754
5	32,376
6	31,302
7	28,059
AVERAGE	35,899

BUSINESS OR FISCAL OFFICERS:
BUDGET OFFICER

RANK	SALARY
1	58,281
2	52,836
3	52,188
4	43,776
5	43,000
6	42,210
7	41,122
8	35,443
AVERAGE	46,107

BUSINESS OR FISCAL OFFICERS:
DIRECTOR OF PERSONNEL

RANK	SALARY
1	51,335
2	42,967
3	37,524
4	37,524
5	34,044
6	31,886
7	31,117
AVERAGE	38,057

STUDENT AFFAIRS OFFICERS:
VICE PRESIDENT FOR STUDENT AFFAIRS
(SERVICES)

RANK	SALARY
1	57,276
2	56,014
3	53,520
4	52,000
5	50,103
AVERAGE	53,783

STUDENT AFFAIRS OFFICERS:
DEAN OF STUDENT AFFAIRS

RANK	SALARY
1	76,440
2	54,154
3	52,896
4	50,003
5	42,201
6	34,154
AVERAGE	51,641

STUDENT AFFAIRS OFFICERS:
DEAN OF INTERNATIONAL STUDENTS

RANK	SALARY
1	55,320
2	43,396
3	32,086
AVERAGE	43,601

STUDENT AFFAIRS OFFICERS:
DIRECTOR OF ADMISSIONS

RANK	SALARY
1	69,056
2	(51,852)
3	(46,584)
4	(45,926)
5	42,565
6	39,000
7	32,415
8	32,282
AVERAGE	44,960

STUDENT AFFAIRS OFFICERS:
REGISTRAR

RANK	SALARY
1	(51,852)
2	(46,584)
3	(45,926)
4	43,605
5	40,040
6	37,080
7	34,143
AVERAGE	42,747

UNIVERSITY OF ARKANSAS
OFFICE OF INSTITUTIONAL RESEARCH
RANK-ORDER DISTRIBUTION OF ADMINISTRATIVE SALARIES
PAID 1984-1985

TABLE II (Continued)
—SEATTLE REGION—

STUDENT AFFAIRS OFFICERS:
DIRECTOR OF FINANCIAL AID

RANK	SALARY
1	55,036
2	46,944
3	42,943
4	38,674
5	37,000
6	34,341
7	34,154
8	32,346
AVERAGE	40,180

STUDENT AFFAIRS OFFICERS:
DIRECTOR OF HOUSING

RANK	SALARY
1	(48,360)
2	44,790
3	40,776
4	39,146
5	37,000
6	34,733
AVERAGE	40,801

STUDENT AFFAIRS OFFICERS:
DIRECTOR OF STUDENT HEALTH CENTER

RANK	SALARY
1	65,832
2	59,758
3	59,300
4	59,072
5	55,664
6	55,752
7	52,963
8	51,699
AVERAGE	57,530

ADMINISTRATIVE OPERATIONS OFFICERS:
ADMINISTRATIVE VICE PRESIDENT

RANK	SALARY
1	73,673
2	62,175
3	55,200
4	52,500
AVERAGE	60,887

ADMINISTRATIVE OPERATIONS OFFICERS:
LEGAL COUNSEL

RANK	SALARY
1	58,680
2	52,915
3	36,546
4	31,673
5	28,540
AVERAGE	41,671

ADMINISTRATIVE OPERATIONS OFFICERS:
ASSISTANT TO THE PRESIDENT

RANK	SALARY
1	73,073
2	47,719
3	44,508
4	44,000
5	42,800
AVERAGE	50,419

ADMINISTRATIVE OPERATIONS OFFICERS:
DIRECTOR OF FACILITIES PLANNING

RANK	SALARY
1	51,336
2	43,216
3	(38,700)
4	37,148
AVERAGE	42,600

ADMINISTRATIVE OPERATIONS OFFICERS:
DIRECTOR OF PHYSICAL PLANT

RANK	SALARY
1	52,000
2	49,332
3	46,993
4	45,624
5	44,221
6	43,740
7	37,794
AVERAGE	45,672

UNIVERSITY OF ARKANSAS
OFFICE OF INSTITUTIONAL RESEARCH
RANK-ORDER DISTRIBUTION OF ADMINISTRATIVE SALARIES
PAID 1984-1985

TABLE II (Continued)
—SEATTLE REGION—

ADMINISTRATIVE OPERATIONS OFFICERS:
DIRECTOR OF PUBLIC SAFETY

RANK	SALARY
1	52,936
2	46,476
3	38,422
4	35,335
5	29,364
6	29,196
AVERAGE	38,622

PUBLIC RELATIONS AND DEVELOPMENT:
VICE PRESIDENT FOR PUBLIC RELATIONS AND/OR INFORMATION

RANK	SALARY
1	68,000
2	(63,912)
3	60,000
AVERAGE	63,971

PUBLIC RELATIONS AND DEVELOPMENT:
DIRECTOR OF PUBLIC RELATIONS AND/OR INFORMATION

RANK	SALARY
1	51,417
2	39,998
3	37,502
4	36,750
5	35,200
6	29,784
AVERAGE	38,442

PUBLIC RELATIONS AND DEVELOPMENT:
DIRECTOR OF DEVELOPMENT

RANK	SALARY
1	55,050
2	50,175
3	48,600
4	46,020
5	36,546
AVERAGE	47,278

PUBLIC RELATIONS AND DEVELOPMENT:
DIRECTOR OF ALUMNI SERVICES

RANK	SALARY
1	48,360
2	41,704
3	39,785
4	35,875
5	32,500
6	31,013
7	30,786
AVERAGE	37,146

PUBLIC RELATIONS AND DEVELOPMENT:
DIRECTOR OF AGRICULTURAL EXTENSION

RANK	SALARY
1	66,587
2	64,340
3	55,099
AVERAGE	62,009

RESEARCH OFFICERS:
VICE PRESIDENT FOR RESEARCH (CONTRACTS AND GRANTS)

RANK	SALARY
1	90,875
2	68,320
3	65,200
4	52,500
AVERAGE	69,224

RESEARCH OFFICERS:
DIRECTOR OF RESEARCH SERVICES (CONTRACTS AND GRANTS)

RANK	SALARY
1	70,054
2	56,101
3	47,880
4	37,524
AVERAGE	52,890

RESEARCH OFFICERS:
DIRECTOR OF INSTITUTIONAL RESEARCH

RANK	SALARY
1	69,617
2	48,803
3	46,020
4	41,038
5	(38,700)
AVERAGE	48,836

UNIVERSITY OF ARKANSAS
OFFICE OF INSTITUTIONAL RESEARCH
RANK-ORDER DISTRIBUTION OF ADMINISTRATIVE SALARIES
PAID 1984-1985

TABLE II (Continued)
—SEATTLE REGION—

DEANS (DIRECTORS): AGRICULTURE

RANK	SALARY
1	89,918
2	71,623
3	67,938
4	59,509
AVERAGE	72,247

DEANS (DIRECTORS): ARCHITECTURE/ENVIRONMENTAL DESIGN

RANK	SALARY
1	(70,000)
2	65,564
3	50,100
4	50,003
AVERAGE	58,917

DEANS (DIRECTORS): ARTS AND SCIENCES

RANK	SALARY
1	81,048
2	68,625
3	61,270
4	60,000
5	56,014
6	55,879
7	48,006
AVERAGE	61,549

DEANS (DIRECTORS): BUSINESS/INDUSTRIAL MANAGEMENT

RANK	SALARY
1	80,004
2	72,030
3	65,688
4	64,000
5	60,003
6	60,000
7	58,772
8	52,000
AVERAGE	64,063

DEANS (DIRECTORS): CONTINUING EDUCATION (EXTENSION)

RANK	SALARY
1	53,064
2	50,580
3	44,000
4	38,002
AVERAGE	46,412

DEANS (DIRECTORS): EDUCATION

RANK	SALARY
1	75,649
2	75,468
3	63,839
4	61,000
5	58,000
6	57,750
7	56,014
8	49,067
AVERAGE	62,098

DEANS (DIRECTORS): ENGINEERING

RANK	SALARY
1	83,054
2	74,388
3	(70,000)
4	67,000
5	62,504
6	56,000
7	33,808
AVERAGE	63,822

DEANS (DIRECTORS): FORESTRY

RANK	SALARY
1	65,600
2	55,016
3	42,936
AVERAGE	54,517

DEANS (DIRECTORS): GRADUATE

RANK	SALARY
1	60,600
2	55,000
3	53,019
4	48,011
5	45,000
AVERAGE	51,726

DEANS (DIRECTORS): HEALTH/PHYS EDUCATION/RECREATION

RANK	SALARY
1	59,220
2	58,636
3	48,600
AVERAGE	55,485

DEANS (DIRECTORS): LAW

RANK	SALARY
1	83,400
2	70,000
3	63,003
AVERAGE	72,134

DEANS (DIRECTORS): PHARMACY

RANK	SALARY
1	71,448
2	60,000
3	56,888
4	48,006
AVERAGE	59,086

TABLE III

A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE SALARIES PAID AMONG THIRTY-THREE UNIVERSITY SYSTEMS IN TWENTY-SEVEN STATES

This table summarizes the data for thirty-three university systems in twenty-seven states. For making these data available, the University of Arkansas is grateful to the following university systems:

California State Universities and Colleges
Indiana University
Louisiana State University System
Montana University System
Oregon State System of Higher Education
Southern Illinois University
State University and Community College System of Tennessee
State University of New York System
State University System of Florida
Texas A & M University System
University of Alabama System
University of Alaska Statewide System of Higher Education
University of Arkansas System
University of California System
University of Colorado
University of Hawaii System
University of Houston System
University of Illinois System
University of Kansas
University of Maine
University of Maryland
University of Massachusetts
University of Minnesota
University of Missouri
University of Nebraska Central Administration
University of Nevada System
University of North Carolina
University of South Carolina
University of Tennessee
University of Texas System
University of Wisconsin System
University System of New Hampshire
University System of South Texas

TABLE III (Continued)
—UNIVERSITY SYSTEMS—

CHIEF EXECUTIVE OFFICER:
PRESIDENT/CHANCELLOR

RANK	SALARY
1	165,000
2	150,000
3	150,000
4	131,325
5	115,000
6	100,700
7	100,000
8	100,000
9	99,750
10	98,200
11	98,004
12	98,000
13	98,000
14	93,660
15	92,000
16	90,938
17	90,800
18	88,000
19	87,000
20	86,787
21	86,200
22	85,084
23	78,200
24	78,000
25	76,466
26	76,100
27	75,000
28	74,378
29	74,114
30	72,000
31	70,700
32	69,528
33	63,640
AVERAGE	94,320

ACADEMIC OFFICERS:
VICE PRESIDENT/VICE CHANCELLOR

RANK	SALARY
1	137,500
2	102,500
3	94,200
4	92,000
5	89,000
6	85,596
7	82,305
8	81,750
9	80,000
10	79,331
11	79,192
12	78,700
13	75,810
14	75,000
15	(75,000)
16	71,070
17	71,000
18	70,000
19	69,500
20	65,000
21	63,671
22	62,700
23	62,100
24	59,695
25	57,588
26	56,724
27	54,288
28	49,381
AVERAGE	75,736

ACADEMIC OFFICERS:
ASSOCIATE VICE PRESIDENT /
VICE CHANCELLOR

RANK	SALARY
1	115,000
2	82,133
3	71,203
4	69,362
5	68,247
6	64,800
7	62,300
8	60,510
9	(57,000)
10	51,600
AVERAGE	70,215

ACADEMIC OFFICERS:
ASSISTANT VICE PRESIDENT /
VICE CHANCELLOR

RANK	SALARY
1	68,247
2	67,400
3	66,060
4	56,550
5	56,400
6	52,750
7	48,538
8	44,520
9	40,865
10	40,100
11	35,000
AVERAGE	52,403

ACADEMIC OFFICERS:
DIRECTOR

RANK	SALARY
1	56,591
2	39,275
3	37,500
AVERAGE	44,455

UNIVERSITY OF ARKANSAS
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RANK-ORDER DISTRIBUTION OF ADMINISTRATIVE SALARIES
PAID 1984-1985

TABLE III (Continued)
—UNIVERSITY SYSTEMS—

OPERATIONS OFFICERS:
EXECUTIVE VICE PRESIDENT / VICE CHANCELLOR

RANK	SALARY
1	97,000
2	87,194
3	85,168
4	78,136
5	76,700
6	(75,000)
7	72,520
8	70,272
9	55,723
AVERAGE	77,524

OPERATIONS OFFICERS:
ADMINISTRATIVE VICE PRESIDENT / VICE CHANCELLOR

RANK	SALARY
1	102,500
2	88,000
3	84,000
4	80,016
5	(75,810)
6	72,212
7	70,850
8	63,208
9	62,550
10	60,192
11	59,695
12	48,386
AVERAGE	72,285

OPERATIONS OFFICERS:
ASSOCIATE VICE PRESIDENT / VICE CHANCELLOR

RANK	SALARY
1	(56,000)
2	55,584
3	48,580
AVERAGE	53,388

OPERATIONS OFFICERS:
EXECUTIVE ASSISTANT/ASSISTANT TO THE PRESIDENT/CHANCELLOR

RANK	SALARY
1	70,500
2	70,000
3	66,500
4	65,000
5	61,520
6	57,200
7	(57,000)
8	53,448
9	53,000
10	53,000
11	53,000
12	50,000
13	49,700
14	49,000
15	46,500
16	45,360
17	45,000
18	43,212
19	38,880
20	38,367
21	37,796
22	36,500
23	34,000
24	26,490
AVERAGE	50,041

OPERATIONS OFFICERS:
LEGAL COUNSEL

RANK	SALARY
1	115,000
2	92,000
3	84,360
4	83,000
5	74,200
6	68,247
7	(68,075)
8	68,000
9	67,000
10	67,000
11	64,272
12	64,000
13	62,230
14	61,000
15	60,238
16	59,500
17	59,000
18	56,136
19	55,994
20	53,312
21	51,468
22	51,227
23	50,130
24	49,384
25	47,800
26	47,150
27	40,000
AVERAGE	63,693

OPERATIONS OFFICERS:
DIRECTOR OF INSTITUTIONAL RESEARCH

RANK	SALARY
1	71,000
2	67,128
3	(66,866)
4	59,305
5	55,236
6	52,750
7	52,200
8	52,000
9	50,712
10	(49,100)
11	44,500
12	44,290
13	44,096
14	43,200
15	39,200
16	38,817
17	38,000
18	34,100
19	33,072
20	31,400
21	29,763
AVERAGE	47,464

OPERATIONS OFFICERS:
SECRETARY TO THE BOARD

RANK	SALARY
1	90,000
2	85,002
3	72,100
4	(68,075)
5	68,000
6	66,000
7	65,000
8	62,381
9	(58,750)
10	57,500
11	53,544
12	47,150
13	46,753
14	46,740
15	38,000
16	36,500
17	34,259
18	32,573
19	30,932
20	30,280
21	26,520
22	24,750
23	24,720
24	21,750
AVERAGE	49,470

UNIVERSITY OF ARKANSAS
OFFICE OF INSTITUTIONAL RESEARCH
RANK-ORDER DISTRIBUTION OF ADMINISTRATIVE SALARIES
PAID 1984-1985

TABLE III (Continued)
—UNIVERSITY SYSTEMS—

FINANCE AND BUSINESS OFFICERS:
VICE PRESIDENT/VICE CHANCELLOR

RANK	SALARY
1	91,500
2	88,500
3	(88,000)
4	84,900
5	84,360
6	84,000
7	83,000
8	(75,810)
9	74,500
10	74,200
11	72,400
12	71,070
13	70,000
14	68,983
15	68,372
16	68,141
17	66,750
18	65,000
19	65,000
20	64,700
21	62,500
22	62,185
23	61,300
24	60,770
25	57,312
26	56,064
27	55,723
28	55,152
29	52,100
AVERAGE	70,079

FINANCE AND BUSINESS OFFICERS:
ASSOCIATE VICE PRESIDENT/
VICE CHANCELLOR

RANK	SALARY
1	70,500
2	69,000
3	66,628
4	(63,600)
5	63,000
6	57,200
7	53,706
8	53,000
9	50,350
10	49,692
11	45,725
12	45,036
13	44,700
AVERAGE	56,318

FINANCE AND BUSINESS OFFICERS:
ASSISTANT VICE PRESIDENT/
VICE CHANCELLOR

RANK	SALARY
1	61,008
2	59,500
3	57,694
4	56,000
5	55,800
6	55,000
7	48,505
8	45,750
9	45,485
10	43,329
11	39,900
12	38,760
AVERAGE	50,561

FINANCE AND BUSINESS OFFICERS:
BUDGET OFFICER

RANK	SALARY
1	83,000
2	78,200
3	66,108
4	62,698
5	60,000
6	56,350
7	54,725
8	52,884
9	52,000
10	48,000
11	45,800
12	39,000
13	38,540
14	38,412
15	36,600
16	35,595
17	33,000
18	31,315
19	31,312
AVERAGE	49,660

UNIVERSITY OF ARKANSAS
OFFICE OF INSTITUTIONAL RESEARCH
RANK-ORDER DISTRIBUTION OF ADMINISTRATIVE SALARIES
PAID 1984-1985

TABLE III (Continued)
—UNIVERSITY SYSTEMS—

FINANCE AND BUSINESS OFFICERS:
BUSINESS MANAGER

RANK	SALARY
1	64,500
2	56,000
3	43,000
4	41,256
5	40,200
6	28,200
7	25,033
AVERAGE	42,598

FINANCE AND BUSINESS OFFICERS:
CONTROLLER

RANK	SALARY
1	(88,000)
2	74,000
3	(64,644)
4	56,000
5	52,900
6	50,759
7	50,652
8	48,311
9	47,911
10	47,700
11	46,400
12	44,100
13	43,000
14	37,600
AVERAGE	53,713

FINANCE AND BUSINESS OFFICERS:
AUDITOR

RANK	SALARY
1	61,900
2	61,480
3	57,616
4	56,000
5	51,432
6	(49,100)
7	49,005
8	48,700
9	48,220
10	45,420
11	44,000
12	43,428
13	42,960
14	42,821
15	42,500
16	40,000
17	38,814
18	37,500
19	37,183
20	33,850
21	33,640
22	25,284
AVERAGE	45,039

FINANCE AND BUSINESS OFFICERS:
TREASURER

RANK	SALARY
1	115,000
2	(64,644)
3	(63,600)
4	60,000
5	58,500
6	56,000
7	54,450
8	53,700
9	48,077
10	47,180
11	35,637
AVERAGE	59,708

FINANCE AND BUSINESS OFFICERS:
DIRECTOR OF PERSONNEL

RANK	SALARY
1	67,310
2	(66,866)
3	62,698
4	61,000
5	57,600
6	56,077
7	(56,000)
8	50,000
9	49,750
10	49,500
11	46,350
12	44,760
13	41,213
14	37,162
15	36,200
16	34,500
17	33,475
AVERAGE	50,027

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RANK-ORDER DISTRIBUTION OF ADMINISTRATIVE SALARIES
PAID 1984-1985

TABLE III (Continued)
—UNIVERSITY SYSTEMS—

PUBLIC RELATIONS OFFICERS
INFORMATION SERVICES:
VICE PRESIDENT/VICE CHANCELLOR

RANK	SALARY
1	70,000
2	68,900
3	68,247
4	63,208
5	53,004
6	50,600
7	50,400
8	46,738
9	41,333
AVERAGE	56,937

PUBLIC RELATIONS OFFICERS
INFORMATION SERVICES:
DIRECTOR

RANK	SALARY
1	68,645
2	68,250
3	61,620
4	52,228
5	51,000
6	46,750
7	46,000
8	45,359
9	45,000
10	45,000
11	42,018
12	40,000
13	35,700
14	35,084
15	33,480
16	33,312
17	26,400
AVERAGE	45,638

PUBLIC RELATIONS OFFICERS
LEGISLATIVE RELATIONS:
VICE PRESIDENT/VICE CHANCELLOR

RANK	SALARY
1	91,000
2	76,356
3	74,000
4	72,100
5	66,043
6	60,944
7	58,810
8	(58,750)
9	52,520
10	49,100
AVERAGE	65,962

PUBLIC RELATIONS OFFICERS
LEGISLATIVE RELATIONS:
DIRECTOR

RANK	SALARY
1	77,300
2	71,988
3	68,350
4	66,500
5	56,000
6	54,350
7	49,504
8	45,044
9	45,000
10	44,652
11	39,000
12	31,200
13	28,080
AVERAGE	52,074

PUBLIC RELATIONS OFFICERS
DEVELOPMENT:
VICE PRESIDENT/VICE CHANCELLOR

RANK	SALARY
1	79,856
2	71,461
3	61,328
4	59,649
AVERAGE	68,074

PUBLIC RELATIONS OFFICERS
DEVELOPMENT:
DIRECTOR

RANK	SALARY
1	69,400
2	62,360
3	51,702
4	46,327
5	41,000
6	38,883
7	37,000
AVERAGE	49,525

UNIVERSITY OF ARKANSAS
OFFICE OF INSTITUTIONAL RESEARCH
RANK-ORDER DISTRIBUTION OF ADMINISTRATIVE SALARIES
PAID 1984-1985

TABLE III (Continued)
—UNIVERSITY SYSTEMS—

FACILITIES (CAMPUS PLANNING AND DEVELOPMENT) OFFICERS: VICE PRESIDENT/VICE CHANCELLOR

RANK	SALARY
1	75,000
2	65,700
3	64,270
4	53,316
5	52,478
6	51,000
7	51,000
AVERAGE	58,966

FACILITIES (CAMPUS PLANNING AND DEVELOPMENT) OFFICERS: ASSOC VICE PRES/VICE CHANCELLOR

RANK	SALARY
1	68,445
2	62,000
3	56,700
4	51,000
5	47,538
6	44,800
7	37,279
AVERAGE	52,537

FACILITIES (CAMPUS PLANNING AND DEVELOPMENT) OFFICERS: ASST VICE PRES/VICE CHANCELLOR

RANK	SALARY
1	54,000
2	52,960
3	52,387
AVERAGE	53,116

FACILITIES (CAMPUS PLANNING AND DEVELOPMENT) OFFICERS: DIRECTOR

RANK	SALARY
1	70,803
2	65,500
3	57,680
4	57,200
5	55,000
6	53,362
7	50,484
8	48,300
9	45,650
10	44,900
11	38,500
12	37,100
13	33,504
14	33,080
15	32,916
AVERAGE	48,265